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ABSTRACT

This report provides, in chart form, results of a survey of employers of cooperative education students in the Midwest. The statistics and data are intended to provide useful information regarding salaries and benefits paid to cooperative education student employees to cooperative practitioners in the Midwest. A five-page introduction describes the survey, offers conclusions and observations, and provides some notes on chart interpretation. The first two sections offer similar data on Midwest region bachelors degree level and Midwest region associates degree level. These statistics and data are provided: (1) salaries by major; (2) salaries by employer type; (3) benefits by major; (4) salaries by employer type--first work assignment; (5) salaries by employer type--final work assignment; (6) salaries by employer type--new college or community/junior college graduate; and (7) benefits by employer type. The next section consists of Midwest bachelors level regional comparisons: regional versus state salary comparison and 1991 versus 1990 regional salary comparison. A comparative ranking of region versus state benefits follows. State summaries of bachelors level salaries and benefits are charted for Illinois, Indiana, Iowa and Missouri, Kentucky, Michigan, Minnesota and Wisconsin, and Ohio. Other contents include a list of additional benefits provided to cooperative education students and a list of colleges and universities supporting the survey. (YLB)

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1991
Cooperative Education
Student Employee
Salary & Benefits Survey

Midwest Region

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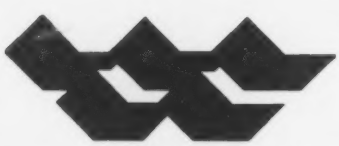

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1991
COOPERATIVE EDUCATION
STUDENT EMPLOYEE
SALARY AND BENEFITS SURVEY
MIDWEST REGION

Compiled by

John A. Crusoe
Executive Director
University Counseling & Placement Services
Division of Student Affairs
Wayne State University
656 W. Kirby
Detroit, Michigan 48202
(313) 577-3390
(313) 577-4995 FAX

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Wayne State University

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COOPERATIVE EDUCATION SALARY & BENEFITS SURVEY
MIDWEST REGION

A Study of Salaries and Benefits Paid to Cooperative
Education Student Employees During 1991

During the past twenty years, Cooperative Education, as practiced within colleges, universities, and community colleges, has grown rapidly as a widely accepted methodology for improving the quality of higher education. In this context, it has provided an extended, organized learning experience by integrating periods of traditional classroom theoretical study with periods of practical, professional, paid work experience in business, industry, government, and social service agencies.

It continues to be apparent to cooperative education practitioners, both employers and academicians, that more and better information is required to effectively manage their programs. Employers state that local and regional information regarding salaries and benefits paid to cooperative education student employees is essential in formulating their plans to provide their student employees with reasonable and fair remuneration for their work.

This study marks the seventh successive time it has been conducted in the Midwest. The support for this project has been fully provided by the Michigan Council for Cooperative Education and Wayne State University.

Cooperative Education Salary Structure

Employers who may be in the process of establishing or revising salary schedules for cooperative education student employees will generally relate their salary structure to the rates which they offer to new college graduates.

Following are the entry and final salaries paid cooperative education student employees as a percentage of the average salaries paid to new graduates:

		1st Salary (Entry)	Spread	Final Salary
Engineering	(4 yr)	57%	15%	72%
Engineering	(2 yr)	67	14	81
Accounting	(4 yr)	66	11	77
Business	(4 yr)	63	12	75
Business	(2 yr)	71	11	82
Humanities & Soc. Sci.	(4 yr)	67	12	79
Sciences	(4 yr)	62	16	78
Architecture	(4/5 yr)	62	13	75
Nursing & Allied Health	(4 yr)	63	10	73

Four-year students tend to receive entry salary rates at the start of their junior year and receive final salary rates during their senior year. A progressive salary structure can be derived through interpolation.

An employer who starts four-year students during their freshman year would tend to use a greater spread with a somewhat lower entry percentage.

Conclusions & Observations

It is believed that the user will be able to rapidly find the information that is required from the various charts. However, your attention is called to these observations and conclusions based upon the data:

- Entry salaries for four year engineering, accounting, business, humanities and social sciences, and sciences students increased 1.2%, 6.4%, 2.8%, 12.0% and 2.7% respectively during the past year.

  Entry salaries for two year engineering, business, medical/nursing, and graphic/comm. art increased 7.1%, 13.0%, 11.3%, and 10.5% respectively during the past year.

  Michigan employers paid the highest salaries to cooperative education student employees while Iowa/Missouri employers paid the lowest.

- Michigan employers paid the highest salaries to new graduates while Iowa/Missouri employers paid the lowest.

- Employers who simultaneously hire various engineering disciplines tend to pay them the same rates while they are cooperative education students and then, vary the rates by discipline when hiring graduates.

- Employers of bachelors degree level students tend to provide them with more benefits more often than do employers of associates degree level students.

- Automotive & Mechanical Equipment employers provided the most benefits to bachelors degree level students while Food & Beverage Processing and Chemical, Drugs & Allied Products employers provided the most benefits to Associates degree level students. Among identified employer groupings, the least benefits were provided by Food & Beverage Processing, Tire & Rubber, and Aerospace, Electronics & Business Equipment respectively.

- Relative to entry level salaries paid to bachelors degree level students, Petroleum & Related Products employers were the highest and Non-Profit/Educ. Orgs. were the lowest. For Associates degree level students, Utilities employers were the highest and Aerospace, Electronics, and Business Equipment employers were the lowest.

Chart Interpretation

In order to help the reader understand the statistics and data provided in the charts, the following should be noted:

- Average monthly first salary is the entry salary rate for a cooperative education student, whether that student is a freshman, sophomore, or junior. Most Midwest programs start bachelors degree level students toward the end of the sophomore year or at the start of the junior year.
- Average monthly final salary is the last salary rate paid for the student's last work assignment before graduation: usually as a senior for bachelors degree level students and as a sophomore for associates degree level students.
- The median is provided to give the reader some understanding of how the sample relates to a normal curve.
- Small sample sizes may be somewhat reliable since they represent employer responses rather than individual student responses.
- When comparing the monthly salary paid a new graduate with similar data from other sources, it should be noted that many surveys of salaries paid new graduates are based on offers to individual students, and tend to be skewed toward the high end, since the top graduates often receive and report multiple offers. This survey appears to fairly evenly represent the salaries actually given to those who are in the top fifty percent of their class rather than the top ten to twenty percent of their class.

Scope and Nature of the Survey

The survey format has been developed and revised during the past decade of use. Revision has been based upon analysis of employer input and upon comments which were received from many users. Two similar but separate questionnaires are used, one for bachelors degree level programs and another for associates degree level programs.

College cooperative education program directors from throughout the Midwest were selected to provide a geographic mix as well as to reflect a reasonable sample of both two-year and four-year colleges. They were asked to distribute the survey questionnaires to the employers of their cooperative education students in a manner which tended to ensure full coverage and to minimize overlap. The colleges were specifically asked to select employers who best reflected their own specific geographic location. In March of 1991, 120 college cooperative education program directors received 3,720 survey questionnaires, personalized cover/instructional letters, and return envelopes to forward to the employers they had selected to participate in the survey.

Until as late as August 1991, surveys were still being returned to Wayne State University. Following are the distribution and response statistics:

By Region

Total surveys sent to participating colleges	3,720
Number of surveys sent to two year colleges	930
Number of surveys sent to four year colleges	2,790
Surveys estimated to have been sent to employer	1,527
Total number of completed surveys received	450
Response rate – based upon estimated distribution	29.5%
Response rate – based upon planned distribution	12.1%
Total number of useable surveys returned	435
Percentage of employers surveyed who employ only Bachelors degree students	69.4%
Percentage of employers surveyed who employ only Associates degree students	7.6%
Percentage of employers surveyed who employ both Bachelors and Associates degree students	23.0%
Total unusable surveys	15
Number lacking state identification or out-of-area	13
Number lacking useable information	2

By State

	Number of Colleges Participating	Surveys Provided to Colleges	Estimated* Surveys Sent to Employers		Surveys Returned by Employers/% Change	Estimated Response Rate	% of Total Returns
Illinois	19	410	172	42%	49/-3.9%	28.5%	11.3%
Indiana	13	505	152	30	37/-15.9	24.3	8.5
Iowa	10	300	66	22	19/+35.7	28.8	4.4
Kentucky	15	215	135	63	21/+10.5	15.6	4.8
Michigan	15	780	333	43	109/-0.9	32.7	25.1
Minnesota	11	135	41	30	24/+50.0	58.5	5.5
Missouri	9	275	127	46	45/+15.3	35.4	10.3
Ohio	16	780	547	68	109/-31.4	19.9	25.1
Wisconsin	12	320	85	25	22/- 12.0	25.9	5.0
TOTAL	120	3,720	1,527		435/-8.8		100%

* Percentage based on a 1987 follow-up study, except for Missouri, which was added in 1988 and which has been assigned the overall average.

Although by application of information gathered through a previous follow-up study it was estimated that slightly under half of the 1991 survey questionnaires were sent to employers, it was felt that more might actually have been sent out. Also, although it was attempted to select colleges representing geographical separation in each state, some employers undoubtedly were contacted with two or more survey questionnaires. It appears that from inspection of the returned surveys that employers who were contacted more than once tended to return only one of the surveys. It also appears that large employers with multiple work locations were not a significant factor which might have skewed the data.

In 1991, a combined survey questionnaire, requesting both bachelors and associates degree level data, was sent to employers by two-year and four-year colleges. Of the survey questionnaires, 25.0% were provided to and sent out by associates degree granting colleges. Of the useable surveys returned, 24.9% were from employers who employed associates degree level cooperative education students. It was interesting to note that 23.0% of the employers indicated that they employ both bachelors degree level and associates degree level students in their programs. If the data from these employers were excluded from consideration then the return rate of useable surveys returned from employers of associates degree level students would have been only 9.9% of the total returns. This seems to indicate that employers seem more likely to employ both associate degree level and bachelor degree level students in their cooperative education programs than to employ only associates degree level students. This may indicate a weakness either in the methodology used to gather this data or a general lack of strength of cooperative education in two-year associates degree granting colleges in the Midwest. Further investigation and assessment would certainly be desirable.

The overall response from Ohio and Michigan employers was exceptionally high. However, the response rate from Ohio employers decreased by 31.4%. While the response rate from Minnesota, Iowa, and Kentucky employers increased 50.0%, 35.7%, and 10.5% respectively, declines were noted from Illinois, Indiana, Wisconsin, Ohio, and Michigan employers. Overall, the response rate declined 8.8%, which may be attributable to distribution and to a severe decline in economic activity in the region.

Summary

It is hoped that this survey provides useful information to cooperative education practitioners throughout the Midwest, and that those cooperative education employers and college program directors who participated in this project will continue their high level of support in the future. Special thanks are given to the Michigan Council for Cooperative Education which provided significant financial support for this project as a service to the professional field of cooperative education.

Special thanks: Alan Moen – computer programming and processing. Charles Alexander – chart/text layout and typography. Christine Tyler – letter/form mailing, and follow-up. Rich McQuade – proofreading. Hal Cruger – financial and moral support. Without their help, this survey could not have been produced.

John A. Crusoe
Cooperative Education Research Program
Wayne State University
Detroit, February, 1992

MIDWEST REGION*
1991 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average** Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1289	$1157	(256)	$1541	$1450	(232)	$2043	$1863	(237)
Accounting	1328	1122	(92)	1568	1462	(81)	2025	1788	(90)
Banking & Finance	1350	1322	(30)	1607	1569	(28)	2061	2054	(27)
Management	1210	1086	(47)	1474	1482	(44)	1998	1758	(40)
Management Info. Sys.	1354	1339	(46)	1645	1583	(44)	2140	2038	(46)
Marketing	1173	989	(41)	1378	1118	(35)	2008	1798	(34)
Humanities & Social Sci.									
All H & SS	1216	1086	(48)	1436	1303	(44)	1827	1666	(50)
Humanities	1195	1066	(26)	1448	1272	(24)	1839	1726	(26)
Social Sciences	1241	1109	(22)	1422	1341	(20)	1815	1600	(24)
Sciences									
All Sciences	1392	1399	(134)	1737	1691	(128)	2241	2166	(126)
Agriculture	1300	1380	(10)	1764	1962	(8)	1950	1833	(9)
Biological	1251	1161	(13)	1536	1414	(13)	1975	1776	(12)
Computer Science	1422	1407	(52)	1756	1596	(52)	2276	2150	(50)
Chemistry	1408	1447	(34)	1776	1820	(31)	2248	2217	(32)
Mathematics	1421	1449	(13)	1702	1786	(12)	2380	2429	(12)
Physics	1418	1447	(12)	1789	1796	(12)	2437	2500	(11)
Engineering									
All Engineering	1466	1380	(429)	1836	1711	(413)	2566	2334	(375)
Chemical	1602	1560	(53)	2029	1927	(51)	2777	2600	(48)
Civil	1340	1208	(56)	1664	1580	(54)	2363	2292	(47)
Elec., Electron. & Comp. Engineering	1494	1410	(95)	1858	1754	(93)	2593	2333	(87)
Industrial	1441	1429	(52)	1808	1763	(53)	2607	2479	(44)
Mechanical	1494	1383	(130)	1884	1676	(122)	2623	2225	(112)
Engineering Technology	1347	1250	(43)	1662	1554	(40)	2268	2200	(37)
Other									
Architecture	1170	1036	(22)	1417	1333	(22)	1892	1750	(21)
Economics	1330	1357	(8)	1517	1555	(7)	2186	2104	(8)
Nursing & Allied Health	1225	1247	(7)	1427	1355	(7)	1951	1880	(9)
Criminal Justice	1244	1260	(7)	1335	1414	(5)	1601	1382	(8)

* Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin

** Where prior work experience is not a consideration

Arrangement of Data

Mean	Median	(# of Employer Responses)	
$1289	$1157	(256)	50th Percentile

MIDWEST REGION
COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
SALARIES OFFERED BY EMPLOYER TYPE FOR ALL MAJORS

BACHELORS DEGREE LEVEL

1991

Employer Product or Service	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average* Monthly Salary Paid to New Grad	Median	
Accounting Public	$1548	$1100	(15)	$1678	$1247	(13)	$2227	$2147	(14)
Banking, Finance & Insurance	1287	968	(19)	1455	1290	(19)	1947	1870	(25)
Merchan. & Svcs.	1211	1000	(45)	1375	1202	(42)	1897	1700	(39)
Aerospace, Elec. & Business Equip.	1395	1380	(27)	1646	1626	(26)	2453	2415	(20)
Automotive & Mechanical Equipment	1501	1339	(84)	1959	1393	(75)	2592	2208	(72)
Bldg. Materials Mfrg. & Constr.	1349	1118	(29)	1662	1549	(26)	2377	2280	(21)
Chemicals, Drugs & Allied Prod.	1544	1434	(52)	2070	1993	(47)	2677	2637	(46)
Elec. Machinery & Equipment	1458	1376	(21)	1790	1780	(19)	2418	2465	(12)
Food & Beverage Processing	1361	1183	(6)	1459	1118	(5)	2258	2258	(2)
Glass, Paper, Packaging & Prod.	1517	1540	(26)	1943	1896	(26)	2533	2573	(30)
Metals & Metal Products	1388	1150	(48)	1779	1604	(52)	2394	1488	(50)
Petroleum & Prod. (incl. Natural Gas)	1907	1990	(5)	2279	2135	(5)	2693	3042	(5)
Research/Consult. Organizations	1229	1119	(36)	1495	1346	(33)	2189	1853	(44)
Tire & Rubber	1425	1425	(2)	1605	1605	(2)	2210	2210	(2)
Utilities - Public (incl. Transport.)	1362	1220	(31)	1686	1500	(31)	2447	2441	(27)
Government - Federal	1269	918	(30)	1502	1014	(27)	1913	1264	(31)
Government - Local & State	1336	1277	(18)	1507	1399	(15)	1901	1850	(15)
Non-Profit & Educ. Organizations	1216	1130	(25)	1350	1277	(24)	1825	1800	(22)
Other	1083	866	(27)	1321	1200	(25)	1749	1567	(22)

Arrangement of Data

Mean	Median (# of Employer Responses)	
$1548	$1100 (15)	50th Percentile

MIDWEST*
1991
BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Hummanities	Social Sciences	Sciences	Engineering	Others***	1991 All Bachelors	1991 Rank Order	1990 All Bachelors	1990 Rank Order
Life Insurance	38.5%	33.3%	44.0%	42.4%	30.3%	36.4%	35.6%	9	31.8%	
	60**	10	11	36	70	16	203	10	208	10
Medical Hospitalization Insurance	40.4	40.0	52.0	42.4	35.1	34.1	38.5		37.8	
	63	12	13	36	81	15	220	5	245	5
Dental Insurance	17.3	20.0	24.0	22.4	21.7	25.0	20.7		21.5	
	27	6	6	19	50	11	118	14	139	14
Vision Plan	9.6	134.3	12.0	8.2	12.1	13.6	10.9		6.9	
	15	4	3	7	28	6	62	18	45	20
Paid Vacation	40.4	43.3	56.0	42.4	30.3	45.5	37.7		33.2	
	63	13	14	36	70	20	215	7	215	8
Paid Sick Days	43.6	43.3	48.0	41.2	35.1	52.3	40.5		40.7	
	68	13	12	35	81	23	231	3	264	4
Retirement Credit	37.8	36.7	48.0	50.6	36.8	31.8	39.1		34.0	
	59	11	12	43	85	14	223	4	220	7
Seniority	24.4	26.7	32.0	35.3	26.4	22.7	27.0		24.5	
	38	8	8	30	61	10	154	11	159	12
Longevity	11.5	13.3	8.0	15.3	13.4	6.8	12.3		14.4	
	18	4	2	13	31	3	70	16	93	16
Paid Holidays	66.7	56.7	64.0	76.5	71.4	72.7	69.9		72.4	
	104	17	16	65	165	32	399	1	469	1
Paid Days Off (Funeral, Personal, & Military	39.7	33.3	40.0	42.4	34.6	45.5	38.0		36.9	
	62	10	10	36	80	20	217	6	217	6
Subsidized Housing and/or Meals	9.0	6.7	4.0	10.6	6.5	9.1	7.7		8.6	
	14	2	1	9	15	4	44	19	56	19
Products/ Services Discount	23.1	26.7	20.0	22.4	18.2	27.3	21.2		22.1	
	36	8	5	19	42	12	121	13	143	13
Handicapped Worker Accommodation	32.1	30.0	40.0	47.1	29.9	27.3	33.3		32.3	
	50	9	10	40	69	12	190	10	209	8
Business Travel Expenses	57.1	43.3	52.0	71.8	57.6	54.6	58.3		48.3	
	89	12	13	61	133	24	333	2	313	2
Profit Sharing	14.1	13.3	12.0	8.2	14.3	11.4	12.8		18.4	
	22	4	3	7	33	5	73	15	119	15
Stock Options	9.0	10.0	8.0	7.1	7.4	4.6	7.5		9.7	
	14	3	2	6	17	2	43	20	63	18
Tuition Aid During School Periods	14.7	13.3	16.0	10.5	8.3	15.9	11.4		13.3	
	23	4	4	9	19	7	65	17	86	17
Travel Expenses to/from Job Location	19.9	16.7	12.0	32.9	23.8	18.2	22.6		24.7	
	31	5	3	28	55	8	129	12	160	11
Interview Travel Expenses for out-of-town Co-op Students	32.1	23.3	16.0	48.2	43.7	25.0	37.5		45.8	
	50	7	4	41	101	11	214	8	214	3
	156	30	25	85	231	44	571		648	

* Includes the following Midwestern States: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin

** Number of usable employer responses

*** Others include: Architecture, Economics, Nursing and Allied Health profession, Criminal Justice, and Law Enforcement

MIDWEST REGION
COOPERATIVE EDUCATION SALARY SURVEY
Summary by Employer's Products or Services
1991 - Bachelors Degree Level
Salaries Paid to Students on Their First Work Assignment

Employer Type of Product or Service	Acctg.	Banking and Finance	Mgt.	Mgt. Info. Systems	Mktg.	Humanities	Social Services	Agriculture Sciences	Biologcal. Science	Computer Science	Chemsty.	Math.	Physics	Chem. Engrg.	Civil Engrg.	Elect/Electronic/Comp. Engrg.	Industl. Engrg.	Mechanl. Engrg.	Engrg. Techgy.	Architect.	Econmcs.	Nursing & Allied Health	Criminal Justice
-Accounting Public	$1518 14	$--- -	$--- -	$1978 1	$--- -	$--- -	$--- -	$--- -	$--- -	$1978 1	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -
-Banking, Fin./Insur.	1248 11	1301 6	1258 4	1257 7	1258 4	1376 1	1376 1	- -	- -	1290 3	- -	1161 2	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
-Merchand. Services	1134 11	1556 2	1049 9	1443 6	976 12	1098 4	1280 1	1500 1	- -	1625 5	1300 1	2015 1	2015 1	- -	- -	1387 4	1572 2	1826 3	- -	- -	1478 1	- -	1300 1
-Aero/Elec. & Bus. Equi.	1040 1	1240 1	- -	1257 1	1118 1	- -	- -	- -	- -	1407 5	- -	- -	- -	1434 2	1480 1	1460 16	1358 4	1405 15	1000 1	- -	- -	- -	- -
-Auto/Mech. Equipment	1428 14	1383 7	1310 6	1404 7	1452 9	1369 6	1362 4	1432 4	1484 2	1545 5	1542 4	1472 3	1472 3	1598 9	1539 4	1612 20	1528 12	1548 37	1626 7	1400 1	1344 1	- -	- -
-Building Mat. Mfrs. & Constr.	1688 2	- -	860 1	2036 1	- -	- -	- -	- -	- -	2036 1	- -	- -	- -	1923 2	1238 11	1651 2	2166 1	1365 6	1162 6	1027 3	- -	- -	- -
-Chem./Drug All Prod.	1340 6	1551 1	1390 1	1507 4	1126 1	1100 1	- -	1400 1	1551 1	1503 3	1566 14	1551 1	1805 1	1699 17	1708 2	1568 6	1615 3	1659 11	1573 3	- -	- -	- -	- -
-Elec. Mach. & Equip.	1240 1	1240 1	1240 1	1519 2	1360 1	- -	- -	- -	- -	1460 1	- -	- -	- -	- -	- -	1583 8	1510 2	1524 6	1291 3	- -	- -	- -	- -
-Food/Bever. Processing	- -	- -	1183 2	- -	- -	- -	- -	- -	- -	817 1	- -	- -	- -	1738 1	- -	1032 1	1075 2	1621 2	1032 1	- -	- -	- -	- -
-Glass/Paper Packgng./Prd.	1321 2	1300 1	1188 2	1240 1	860 1	1333 1	- -	- -	- -	1571 2	- -	- -	- -	1768 3	- -	1644 7	1577 3	1523 5	1650 2	- -	1300 1	- -	- -
-Metals & Metal Prod.	1221 5	1445 1	1193 4	1395 3	1445 1	- -	- -	- -	- -	1449 5	1484 3	- -	1445 1	1498 7	1415 4	1420 8	1409 11	1418 19	1353 7	1560 1	- -	- -	- -
-Petro. (incl., Nat. Gas)	- -	- -	- -	- -	- -	- -	- -	- -	- -	1625 1	1728 1	- -	- -	2258 2	- -	- -	- -	2029 2	- -	- -	- -	- -	- -
-Research, Con. Org.	1207 4	1382 2	1240 4	968 2	1046 3	- -	1775 1	774 1	946 1	1246 3	917 3	1775 1	946 1	1237 4	1271 10	1239 5	1107 3	1310 7	993 2	1200 1	1775 1	- -	- -
-Tire & Rubber	- -	- -	1375 1	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -		- -	1475 1	- -	- -	- -	- -	- -
-Utilities-Public	1322 6	1275 3	1288 4	1306 3	1253 3	1370 1	1370 1	- -	965 -	1361 6	965 1	1370 1	1370 1	1540 2	1421 8	1457 11	1340 6	1555 7	1212 5	- -	1276 3	- -	- -
-Government-Federal	1248 10	1313 4	1278 7	1239 7	1149 4	1091 2	1178 4	1199 3	1239 7	1228 9	1235 6	1255 4	1255 4	1307 4	1356 5	1284 8	1413 3	1296 5	1343 2	- -	918 1	1264 1	1178 4
-Government-Local & State	1800 1	- -	1204 1	- -	- -	1814 1	1343 3	- -	- -	1435 1	- -	- -	- -	- -	1300 9	- -	- -	1350 1	1300 3	- -	- -	- -	1351 2
-Non-Profit Educ. Org.	1501 3	1290 1	- -	- -	1000 1	1046 5	1069 6	- -	1161 1	- -	1161 1	- -	- -	- -	- -	- -	- -	1447 1	1519 1	1343 2	- -	1218 6	- -
-Others	731 1	- -	731 1	731 1	866 1	1084 5	910 1	- -	- -	- -	- -	- -	- -	- -	1078 2	- -	- -	1150 3	1204 1	1129 14	- -	- -	- -

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Arrangement of Data

$1518
14

Mean
# of Employers

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MIDWEST REGION
COOPERATIVE EDUCATION SALARY SURVEY
Summary by Employer's Products or Services
1991 - Bachelors Degree Level
Salaries Paid to Students on Their Final Work Assignment

Employer Type of Product or Service	Acctg.	Banking and Finance	Mgt.	Mgt. Info. Systems	Mktg.	Humanities	Social Services	Agriculture Sciences	Biologcal. Science	Computer Science	Chemsty.	Math.	Physics	Chem. Engrg.	Civil Engrg.	Elect/Electronic/Comp. Engrg.	Industl. Engrg.	Mechanl. Engrg.	Engrg. Techgy.	Architect.	Econmcs.	Nursing & Allied Health	Criminal Justice
-Accounting Public	$1631	$---	$---	$2236	$---	$---	$---	$---	$---	$2236	$---	$---	$---	$---	$---	$---	$---	$---	$---	$---	$---	$---	$---
	12	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
-Banking, Fin./Insur.	1509	1587	1417	1314	1417	1376	1376	-	-	1376	-	1161	-	-	-	-	-	-	-	-	-	-	-
	9	5	4	5	4	1	1	-	-	3	-	2	-	-	-	-	-	-	-	-	-	-	-
-Merchand. Services	1233	1645	1159	1589	992	1198	1280	-	-	1966	1820	2253	2253	-	-	1550	1783	2106	-	-	1655	-	1500
	10	2	7	6	9	4	1	-	-	5	1	1	1	-	-	4	2	3	-	-	1	-	1
-Aero/Elec. & Bus. Equi.	-	1380	-	1690	1204	-	-	-	-	1717	-	-	-	1651	1680	1732	1559	1638	1000	-	-	-	-
	-	1	-	1	1	-	-	-	-	5	-	-	-	3	1	16	4	14	1	-	-	-	-
-Auto/Mech. Equipment	1827	1801	1786	1919	1797	1881	1826	1918	2086	2138	2069	2069	2069	2176	2223	2117	2083	2025	2078	2100	1806	-	-
	13	7	6	7	9	5	4	4	2	5	3	3	3	8	4	18	12	31	6	1	1	-	-
-Building Mat. Mfrs. & Constr.	1733	-	860	2036	-	-	-	-	-	2036	-	-	-	2052	1565	1827	2166	1792	1540	1404	-	-	-
	2	-	1	1	-	-	-	-	-	1	-	-	-	2	10	2	1	6	4	3	-	-	-
-Chem./Drug All Prod.	1842	1937	1710	1892	1360	-	-	2170	1937	1902	2019	1937	2430	2291	2387	2253	2169	2192	2090	-	-	-	-
	6	1	1	4	1	-	-	1	1	3	12	1	1	15	2	6	3	11	3	-	-	-	-
-Elec. Mach. & Equip.	1620	1620	1620	1830	-	-	-	-	-	2040	-	-	-	-	-	1908	1832	1869	1803	-	-	-	-
	1	1	1	2	-	-	-	-	-	1	-	-	-	-	-	7	2	6	3	-	-	-	-
-Food/Bever. Processing	-	-	1402	-	-	-	-	-	-	860	-	-	-	-	-	1032	1075	1816	1032	-	-	-	-
	-	-	2	-	-	-	-	-	-	1	-	-	-	-	-	1	2	2	1	-	-	-	-
-Glass/Paper Packgng./Prd.	1803	1483	1489	1979	946	1668	-	-	-	2223	-	-	-	2291	-	1930	2143	2035	1850	-	1463	-	-
	2	1	2	1	1	1	-	-	-	2	-	-	-	3	-	7	3	5	2	-	1	-	-
-Metals & Metal Prod.	1624	1754	1585	1819	1754	-	-	-	-	1855	1978	-	1754	1941	1782	1843	1743	1831	1751	1560	-	-	-
	4	1	5	3	1	-	-	-	-	5	3	-	1	8	4	9	12	20	8	1	-	-	-
-Petro. (incl., Nat. Gas)	-	-	-	-	-	-	-	-	-	2000	1750	-	-	2353	-	-	-	2318	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	1	1	-	-	2	-	-	-	2	-	-	-	-	-
-Research, Con. Org.	1175	1118	1379	1118	1147	-	-	-	1346	1572	1185	-	1118	1452	1423	1603	1313	1619	1119	1500	-	-	-
	3	1	3	2	3	-	-	-	1	3	3	-	1	4	9	5	3	6	2	1	-	-	-
-Tire & Rubber	-	-	1560	-	-	-	-	-	-	-	-	-	-	-	-		-	1650	-	-	-	-	-
	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-		-	1	-	-	-	-	-
-Utilities-Public	1599	1560	1810	1671	1628	1705	1705	-	1085	1682	1085	1705	1705	1877	1774	1822	1715	1964	1484	-	1560	-	-
	6	3	4	3	3	1	1	-	1	6	1	1	1	2	8	11	6	7	5	-	3	-	-
-Government-Federal	1439	1487	1510	1442	1427	1214	1245	1423	1442	1433	1471	1500	1500	1600	1673	1529	1662	1533	1574	-	1014	1414	1245
	9	4	6	7	2	2	3	3	7	9	6	4	4	4	5	8	3	5	2	-	1	1	3
-Government-Local & State	-	-	1290	-	-	2332	1516	-	-	1785	-	-	-	-	1514	-	-	-	1480	-	-	-	1441
	-	-	1	-	-	1	3	-	-	1	-	-	-	-	9	-	-	-	3	-	-	-	1
-Non-Profit Educ. Org.	1524	1290	-	-	-	1064	1250	-	1333	-	1333	-	-	-	-	-	-	1447	1716	1395	-	1429	-
	3	1	-	-	-	5	6	-	1	-	1	-	-	-	-	-	-	1	1	2	-	6	-
-Others i.e., Architecture	860	-	860	860	1000	1430	997	-	-	-	-	-	-	-	1371	-	-	1376	-	1358	-	-	-
	1	-	1	1	1	4	1	-	-	-	-	-	-	-	2	-	-	3	-	14	-	-	-

Arrangement of Data

$1631
12

Mean
# of Employers

MIDWEST REGION
COOPERATIVE EDUCATION SALARY SURVEY
Summary by Employer's Products or Services
1991 - Bachelors Degree Level
Salaries Paid to a New College Graduate

Employer Type of Product or Service	Acctg.	Banking and Finance	Mgt.	Mgt. Info. Systems	Mktg.	Humanities	Social Services	Agriculture Sciences	Biological Science	Computer Science	Chemsty.	Math.	Physics	Chem. Engrg.	Civil Engrg.	Elect/Electronic/Comp. Engrg.	Industl. Engrg.	Mechanl. Engrg.	Engrg. Techgy.	Architect.	Economcs.	Nursing & Allied Health	Criminal Justice
-Accounting Public	$2187	$---	$---	$2750	$---	$---	$---	$---	$---	$2236	$---	$---	$---	$---	$---	$---	$---	$---	$---	$---	$---	$---	$---
	13	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
-Banking, Fin./Insur.	1878	1844	1883	2044	1874	1748	1998	-	-	2197	-	2300	-	-	-	-	-	-	-	-	-	-	-
	9	7	5	8	4	3	2	-	-	4	-	2	-	-	-	-	-	-	-	-	-	-	-
-Merchand. Services	1805	2000	1666	2041	1601	1385	1280	1833	-	2383	2334	2950	2950	-	-	2273	2575	2924	-	-	-	-	1350
	10	1	5	7	8	4	1	1	-	5	1	1	1	-	-	4	2	2	-	-	-	-	1
-Aero/Elec. & Bus. Equi.	-	-	-	2148	-	-	-	-	-	2283	-	-	-	2500	-	2489	2525	2467	2333	-	-	-	-
	-	-	-	2	-	-	-	-	-	5	-	-	-	1	-	15	2	11	1	-	-	-	-
-Auto/Mech. Equipment	2310	2315	2458	2464	2549	2337	2351	2410	2710	2568	2723	2723	2723	2760	2864	2765	2725	2695	2767	-	2479	-	-
	13	7	6	6	10	5	4	4	2	4	3	3	3	8	4	19	12	31	6	-	1	-	-
-Building Mat. Mfrs. & Constr.	2250	-	-	2550	-	-	-	-	-	2550	-	-	-	3050	2386	2463	2725	2530	2156	2340	-	-	-
	2	-	-	1	-	-	-	-	-	1	-	-	-	1	8	2	1	5	5	2	-	-	-
-Chem./Drug All Prod.	2340	2583	2167	2280	-	-	-	-	2583	2384	2475	2583	2800	3071	2875	2938	2833	2960	2700	-	-	-	-
	6	1	1	4	-	-	-	-	1	3	14	1	1	14	1	5	2	9	2	-	-	-	-
-Elec. Mach. & Equip.	2197	2197	2194	2442	-	-	-	-	-	2603	-	-	-	-	-	2520	2750	2438	2298	-	-	-	-
	1	1	1	1	-	-	-	-	-	1	-	-	-	-	-	4	1	5	2	-	-	-	-
-Food/Bever. Processing	-	-	-	-	-	-	-	-	-	1916	-	-	-	-	-	-	-	2600	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-
-Glass/Paper Packgng./Prd.	2307	2208	2121	2511	1701	2016	-	-	-	2594	-	-	-	2967	2563	2745	2614	2959	2089	-	2208	-	-
	2	1	2	1	1	1	-	-	-	2	-	-	-	4	1	6	4	6	3	-	1	-	-
-Metals & Metal Prod.	1961	2054	2039	2407	2054	-	-	-	-	2296	2770	-	2259	2602	2508	2599	2531	2583	2206	1900	-	-	-
	7	1	5	4	1	-	-	-	-	4	2	-	1	8	4	9	11	18	6	1	-	-	-
-Petro. (incl., Nat. Gas)	-	-	-	-	-	-	-	-	-	2500	2135	-	-	3088	-	-	-	3046	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	1	1	-	-	2	-	-	-	2	-	-	-	-	-
-Research, Con. Org.	1810	1382	1566	1528	1688	-	1775	1500	1692	2262	1783	1775	2067	2358	2179	2486	2117	2586	2067	1932	1775	-	-
	3	2	4	2	4	-	1	1	2	5	5	1	1	5	11	7	2	8	1	2	1	-	-
-Tire & Rubber	-	-	2000	-	-	-	-	-	-	-	-	-	-	-	-		-	2420	-	-	-	-	-
	-	-	-1-	-	-	-	-	-	-	-	-	-	-	-	-		-	1	-	-	-	-	-
-Utilities-Public	2260	2554	2614	3100	2467	2900	2900	-	2063	2483	2063	2900	2900	2604	2511	2702	2633	2888	2158	2000	2369	-	-
	5	2	3	1	3	1	1	-	1	5	1	1	1	2	7	10	5	6	4	1	3	-	-
-Government-Federal	1665	1963	1803	1693	1414	1855	1746	1527	1708	1714	1699	1855	1888	2272	2183	2116	2489	2167	2226	2500	1957	2169	1699
	9	3	8	7	2	3	5	3	6	7	5	3	3	3	4	6	2	4	2	1	2	2	5
-Government-Local & State	1800	-	-	-	-	1725	1655	-	-	1850	-	-	-	-	2201	-	-	-	1879	-	-	-	1480
	1	-	-	-	-	2	4	-	-	1	-	-	-	-	6	-	-	-	3	-	-	-	2
-Non-Profit Educ. Org.	1950	1720	-	-	-	1684	1570	-	-	-	-	-	-	-	-	-	-	2067	1716	2206	-	1888	-
	1	1	-	-	-	4	5	-	-	-	-	-	-	-	-	-	-	1	1	2	-	7	-
-Others i.e., Architecture	1548	-	1720	1720	1750	1559	997	-	-	-	-	-	-	1550	-	-	-	2325	2206	1698	-	-	-
	1	-	1	1	1	3	1	-	-	-	-	-	-	1	-	-	-	2	1	12	-	-	-

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Arrangement of Data	
$2187	Mean
13	# of Employers

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MIDWEST REGION*
1991 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE BENEFITS
BACHELORS DEGREE LEVEL

1991

Employer Type of Product or Service	Life Insurance	Medical Hospital Insurance	Dental Insurance	Vision Plan	Paid Vacation	Paid Sick Days	Retirement Credit	Seniority	Longevity	Paid Holidays	Paid Days Off	Subsidized Housing/ Meals	Products/ Services Discounts	Handicapped Worker Accommod.	Business Travel Expenses	Profit Sharing Plan	Stock Option Plan	Tuition Aid During Schl. Pds.	Trvl. Exp. from Job to Schl./Home	Interview Travel Expense	Total # of Employer Responses	Rank Order of Empl.***
-Accounting Public	16.7%**	22.2%	11.1%	0.0%	27.8%	44.4%	5.6%	0.0%	0.0%	61.1%	33.3%	0.0%	5.6%	0.0%	61.1%	11.1%	0.0%	5.6%	11.1%	22.2%	18	17
-Banking, Fin/Insur.	30.3	33.3	3.0	0.0	42.4	45.5	33.3	15.1	12.1	45.5	42.4	21.2	15.1	27.3	51.5	3.0	3.0	18.1	0.0	3.0	33	13
-Merchand. Services	22.2	17.8	8.9	4.4	22.2	44.4	17.8	8.9	11.1	53.3	40.0	6.7	22.2	24.4	42.2	4.4	2.2	13.3	6.7	22.2	45	16
-Aero/Elec & Bus. Equi.	29.4	29.4	14.7	14.7	20.6	14.7	44.1	23.5	5.9	73.5	20.6	8.8	26.5	38.2	50.0	14.7	2.9	2.9	20.6	29.4	34	9
-Auto/Mech. Equipment	57.7	75.6	39.7	19.2	57.7	43.6	64.1	62.8	23.1	89.2	43.6	0.0	48.7	62.8	66.7	48.7	38.5	18.0	35.9	59.0	78	1
-Building Mat. Mfrs. & Constr.	11.5	15.4	3.9	3.9	11.5	26.9	7.7	0.0	0.0	80.8	42.3	19.2	7.7	0.0	69.2	3.9	0.0	3.9	34.6	34.6	26	15
-Chem/Drug All. Prod	32.6	41.3	23.9	10.9	30.4	37.0	43.5	39.1	13.0	80.4	47.8	10.9	26.1	39.1	76.1	8.7	2.2	0.0	50.0	76.1	46	4
-Elec. Mach. & Equip.	12.5	18.8	6.3	0.0	0.0	12.5	43.8	37.5	37.5	75.0	25.0	0.0	31.3	31.3	62.5	0.0	6.3	0.0	6.3	56.3	16	11
-Food/Bever. Processing	14.3	0.0	0.0	14.3	0.0	0.0	14.3	0.0	0.0	57.1	0.0	0.0	57.1	28.6	71.4	0.0	0.0	0.0	0.0	57.1	7	18
-Glass/Paper Packgng/Prd	23.5	29.4	23.5	5.9	0.0	23.5	47.1	23.5	0.0	88.2	35.3	5.9	47.1	0.0	64.7	0.0	17.7	5.9	52.9	82.4	17	7
-Metals & Metal Prod.	45.2	40.5	19.1	9.5	28.6	31.0	35.7	40.5	28.6	69.1	47.6	21.4	7.1	33.3	52.4	14.3	0.0	11.9	19.1	50.0	42	5
-Petro. (inc. Nat. Gas)	50.0	50.0	0.0	0.0	50.0	50.0	25.0	0.0	0.0	100	75.0	25.0	0.0	50.0	100	0.0	0.0	0.0	100	100	4	3
-Research, Con. Org.	34.9	34.9	23.3	7.0	39.5	37.2	16.3	7.0	2.3	65.1	44.2	0.0	7.0	11.6	65.1	16.3	0.0	14.0	9.3	32.6	43	10
-Tire & Rubber	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	2	19
-Utilities - Public	18.2	24.2	24.2	18.2	36.4	24.2	33.3	33.3	9.1	81.8	18.2	15.2	30.3	48.5	57.6	0.0	0.0	6.1	51.6	66.7	33	6
-Government - Federal	69.2	63.5	21.2	9.6	90.4	96.2	80.8	30.8	11.5	96.2	36.5	1.9	1.9	57.7	67.3	5.8	0.0	25.0	15.4	13.5	52	2
-Gov't - Local & State	36.4	36.4	36.4	9.1	50.0	50.0	50.0	13.6	13.6	59.1	40.9	0.0	0.0	18.2	27.3	0.0	0.0	0.0	9.1	0.0	22	12
-Non-Profit Educ. Org.	38.5	38.5	38.5	30.8	38.5	42.3	38.5	23.1	11.6	46.2	38.5	7.7	19.2	26.9	30.8	0.0	0.0	23.1	3.9	0.0	26	8
-Other****	14.8	14.8	11.1	14.8	22.2	29.6	11.1	14.8	3.7	66.7	33.3	7.4	18.5	18.5	51.9	14.8	0.0	11.1	11.1	14.8	27	14
-Summary	35.6	38.5	20.7	10.9	37.7	40.5	39.1	27.0	12.3	69.9	38.0	7.7	21.2	33.3	58.3	12.8	7.5	11.4	22.6	37.5	571	

* Includes Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin

** Percentage of Employers Providing This Benefit

*** Employers Ranked by the Most Benefits Provided

**** Others Include: Architecture

MIDWEST REGION*
1991 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
ASSOCIATES DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average** Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1116	$1026	(69)	$1290	$1181	(50)	$1569	$1419	(66)
Accounting	1114	1032	(17)	1275	1118	(13)	1482	1300	(15)
Banking & Finance	1293	1325	(3)	1384	1384	(2)	1536	1427	(4)
Secretarial Sciences	1050	970	(17)	1188	1032	(13)	1503	1300	(17)
Business/Management/ Agribusiness	1064	995	(10)	1219	1161	(6)	1597	1532	(10)
Data Processing	1236	1232	(14)	1437	1365	(11)	1757	1618	(12)
Hospitality/Hotel and Food Management	1063	1063	(2)	1373	1373	(2)	1217	1217	(2)
Sales/Marketing/ Merchandising	1039	1095	(6)	1274	1204	(3)	1692	1532	(6)
Engg. & Related									
All Engg. & Related	1243	1173	(95)	1490	1417	(87)	1849	1649	(77)
Automotive Services	1245	1259	(6)	1515	1453	(6)	1905	1570	(3)
Civil & Construction	1225	1165	(16)	1397	1305	(15)	1733	1592	(14)
Drafting & Design	1055	1200	(29)	1552	1462	(27)	1767	1595	(24)
Electric. & Electron.	1268	1204	(19)	1470	1390	(17)	1906	1760	(16)
Mechanical & Mechanics	1222	1104	(25)	1486	1450	(22)	1974	1678	(20)
Other									
Graphics & Commer. Art	1116	1156	(6)	1273	1264	(3)	1417	1414	(5)
Medical/Nurs. & Related	1222	1234	(8)	1378	1328	(8)	1824	1845	(8)
Criminal Justice Law Enforcement	1200	1200	(1)	1200	1200	(1)	1414	1414	(1)

* Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin

** Where prior work experience is not a consideration

Arrangement of Data

Mean	Median	(# of Employer Responses)	
$1116	$1026	(69)	50th Percentile

MIDWEST REGION
COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
SALARIES OFFERED BY EMPLOYER TYPE FOR ALL MAJORS
ASSOCIATE DEGREE LEVEL
1991

Employer Product or Service	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average* Monthly Salary Paid to New Grad	Median	
Accounting Public	$946	$946	(2)	$1204	$1204	(2)	$1290	$1290	(1)
Banking, Finance & Insurance	1157	1027	(10)	1176	985	(6)	1754	1564	(11)
Merchan. & Svcs.	1068	926	(14)	1263	1118	(9)	1485	1300	(11)
Aerospace, Elec. & Business Equip.	901	860	(5)	1180	1075	(4)	1595	1400	(4)
Automotive & Mechanical Equipment	1297	1247	(18)	1582	1500	(17)	2018	1860	(12)
Bldg. Materials Mfrg. & Constr.	1062	1016	(6)	1407	1460	(5)	1876	1600	(5)
Chemicals, Drugs & Allied Prod.	1384	750	(7)	1789	1175	(7)	2135	2200	(8)
Elec. Machinery & Equipment	1183	1075	(5)	1273	1247	(5)	1678	1800	(3)
Food & Beverage Processing	1175	1175	(1)	1185	1185	(1)	1335	1335	(1)
Glass, Paper, Packaging & Prod.	1459	1376	(3)	1559	1376	(3)	1672	1672	(1)
Metals & Metal Products	1114	1075	(15)	1384	1213	(13)	1677	1473	(9)
Petroleum & Prod. (incl. Natural Gas)	1880	1880	(1)	1990	1990	(1)	3080	3080	(1)
Research/Consult. Organizations	1208	1196	(9)	1328	1161	(7)	1655	1610	(10)
Tire & Rubber	-	-	(-)	-	-	(-)	-	-	(-)
Utilities - Public (incl. Transport.)	1327	1333	(4)	1497	1468	(4)	1921	1800	(6)
Government - Federal	1232	1079	(6)	1396	1264	(6)	1472	1339	(8)
Government - Local & State	1170	1200	(11)	1323	1188	(10)	1564	1566	(5)
Non-Profit & Educ. Organizations	1142	1165	(6)	1392	1355	(5)	1824	1880	(5)
Other	925	880	(7)	1238	1204	(5)	1556	1333	(5)

Arrangement of Data

Mean	Median	(# of Employer Responses)	
$946	$946	(2)	50th Percentile

MIDWEST*
1991
ASSOCIATES DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Engrg. & Related Tech.	Graphics & Comm. Art	Medical & Nrsng. Related	Crim. Jus. & Law Enforcmt.	1991 All Associates	1991 Rank Order	1990 All Associates	1990 Rank Order
Life Insurance	47.6%	33.3%	33.3%	75.0%	50.0%	40.8%		39.2%	
	20	25	2	6	1	54	7	58	7
Medical Hospitalization Insurance	50.0	36.0	33.3	75.0	50.0	42.9		41.2	
	21	27	2	6	1	57	6	61	3
Dental Insurance	19.1	20.0	16.7	75.0	50.0	23.3		31.1	
	8	15	1	6	1	31	11	46	9
Vision Plan	7.1	6.7	0.0	50.0	0.0	9.0		14.9	
	3	5	0	4	0	12	18	22	15
Paid Vacation	54.8	40.0	50.0	75.0	50.0	47.4		39.9	
	23	30	3	6	1	63	3	59	6
Paid Sick Days	52.4	38.7	66.7	87.5	50.0	47.4		41.2	
	22	29	4	7	1	63	3	61	3
Retirement Credit	35.7	29.3	50.0	75.0	50.0	35.3		33.1	
	15	22	3	6	1	47	8	49	8
Seniority	23.8	25.3	0.0	62.5	0.0	25.6		26.4	
	10	19	0	5	0	34	10	39	10
Longevity	19.1	16.0	16.7	12.5	0.0	16.5		12.8	
	8	12	1	1	0	22	15	19	17
Paid Holidays	64.3	73.3	83.3	87.5	50.0	71.4		72.3	
	27	55	5	7	1	96	1	107	1
Paid Days Off (Funeral, Personal, & Military	45.2	37.3	50.0	87.5	50.0	43.6		40.5	
	.9	28	3	7	1	58	5	60	5
Subsidized Housing and/or Meals	4.8	5.3	0.0	25.0	0.0	6.0		3.4	
	2	4	0	2	0	8	19	5	20
Products/ Services Discount	23.8	17.3	16.7	37.5	0.0	20.3		20.3	
	10	13	1	3	0	27	12	30	13
Handicapped Worker Accommodation	35.7	21.3	50.0	62.5	0.0	29.3		25.0	
	15	16	3	5	0	39	9	37	11
Business Travel Expenses	47.6	53.3	66.7	37.5	50.0	51.1		49.3	
	20	40	4	3	1	68	2	73	2
Profit Sharing	14.3	14.7	16.7	12.5	0.0	14.3		17.6	
	6	11	1	1	0	19	16	26	14
Stock Options	2.4	6.7	0.0	0.0	0.0	4.5		10.1	
	1	5	0	0	0	6	20	15	18
Tuition Aid During School Periods	23.8	13.3	33.3	50.0	0.0	19.5		13.5	
	10	10	2	4	0	26	13	20	16
Travel Expenses to/from Job Location	2.4	14.7	16.7	0.0	0.0	9.8		9.5	
	1	11	1	0	0	13	17	14	19
Interview Travel Expenses for out-of-town Co-op Students	11.9	24.0	16.7	25.0	0.0	19.5		23.0	
	5	18	1	2	0	26	13	34	12
	42**	75	6	8	2	133		148	

* Includes the following Midwestern States: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin

** Number of usable employer responses

MIDWEST REGION
COOPERATIVE EDUCATION SALARY SURVEY
Summary by Employer's Products or Services
1991 - Associates Degree Level
Salaries Paid to Students on Their First Work Assignment

Employer Type of Product or Service	Acctg.	Banking and Finance	Secretarial Sciences	Bus./ Mgt./ Agribusiness	Data Processing	Hospitality/ Hotel/Food Mgt.	Sales/ Mktg./ Merchandsg.	Automotive Services	Civil & Construction	Drafting & Design	Electrical & Electronics	Mechanical & Mechanics	Graphics & Commercial Art	Medical & Nursing Related	Crml. Just. & Law Enforcement
-Accounting Public	$948 2	$— -	$— -	$— -	$— -	$— -	$— -	$— -	$— -	$— -	$— -	$— -	$— -	$— -	$— -
-Banking, Fin./Insur.	1210 3	1564 1	1052 3	1282 2	1699 2	- -	1564 1	- -	- -	- -	- -	- -	1094 2	1054 1	- -
-Merchand. Services	958 4	- -	880 2	945 3	1143 4	950 1	1200 1	- -	- -	1478 1	1204 1	- -	1379 2	- -	- -
-Aero/Elec. & Bus. Equi.	- -	- -	- -	- -	- -	- -	1180 1	- -	- -	1080 2	1028 3	1475 1	- -	- -	- -
-Auto/Mech. Equipment	1300 1	- -	- -	- -	1000 1	- -	- -	1156 2	- -	1447 10	1334 5	1235 7	- -	- -	- -
-Building Mat. Mfrs. & Constr.	- -	- -	- -	860 1	1000 1	- -	860 1	- -	1122 2	1320 1	- -	950 1	- -	- -	- -
-Chem./Drug All Prod.	1325 1	1325 1	740 1	1325 1	1325 1	- -	- -	1600 1	1600 1	1600 1	1600 1	1600 1	- -	1220 1	- -
-Elec. Mach. & Equip.	- -	- -	950 1	- -	- -	- -	- -	- -	- -	- -	1193 2	1241 4	- -	- -	- -
-Food/Bever. Processing	- -	- -	- -	- -	- -	1175 1	- -	- -	- -	- -	- -	- -	- -	- -	- -
-Glass/Paper Packgng./Prd.	- -	- -	- -	- -	1376 1	- -	- -	1040 1	- -	- -	1980 1	- -	- -	- -	- -
-Metals & Metal Prod.	1080 2	- -	- -	1032 1	1204 1	- -	- -	- -	946 1	1271 4	1046 3	1033 7	- -	- -	- -
-Petro. (incl., Nat. Gas)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	1880 1	- -	- -	- -
-Research, Con. Org.	989 1	989 1	1341 2	989 1	- -	- -	1245 2	- -	1280 2	953 1	1305 1	1093 2	- -	- -	- -
-Tire & Rubber	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
-Utilities-Public	1430 1	- -	- -	- -	- -	- -	- -	- -	1235 1	1032 1	1610 1	1610 1	- -	- -	- -
-Government-Federal	1032 1	- -	1166 4	1032 1	- -	- -	- -	1257 1	1300 2	1079 2	1126 1	- -	1032 1	1473 1	- -
-Government-Local & State	1350 1	- -	995 2	- -	1305 2	- -	- -	1260 1	1203 7	1260 2	- -	- -	- -	- -	1200 1
-Non-Profit Educ. Org.	- -	- -	817 1	- -	817 1	- -	- -	- -	- -	- -	- -	- -	- -	1208 5	- -
-Others	- -	- -	1140 1	- -	- -	- -	- -	- -	- -	908 4	- -	- -	720 1	- -	- -

Arrangement of Data
$946
2
Mean
# of Employers

MIDWEST REGION
COOPERATIVE EDUCATION SALARY SURVEY
Summary by Employer's Products or Services
1991 - Associates Degree Level
Salaries Paid to Students on Their Final Work Assignment

Employer Type of Product or Service	Acctg.	Banking and Finance	Secretarial Sciences	Bus./ Mgt./ Agribusiness	Data Processing	Hospitality/ Hotel/Food Mgt.	Sales/ Mktg./ Merchandsg.	Automotive Services	Civil & Construction	Drafting & Design	Electrical & Electronics	Mechanical & Mechanics	Graphics & Commercial Art	Medical & Nursing Related	Crml. Just. & Law Enforcement
-Accounting Public	$1204 2	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—
-Banking, Fin./Insur.	- -	-	935 2	1000 1	2083 1	-	-	-	-	-	-	-	900 1	1204 1	-
-Merchand. Services	1007 3	-	1032 1	1075 1	1294 3	1560 1	-	-	-	1655 1	$1204 1	-	1655 1	1201 -	-
-Aero/Elec. & Bus. Equi.	- -	-	-	-	-	-	1204 1	-	-	1383 2	848 2	-	-	-	-
-Auto/Mech. Equipment	1500 1	-	-	-	1000 1	-	-	1580 2	-	1745 9	1588 5	1589 7	-	-	-
-Building Mat. Mfrs. & Constr.	- -	-	-	-	1460 1	-	-	-	1338 2	1500 1	- -	1400 1	-	-	-
-Chem./Drug All Prod.	1650 1	1650 1	1175 1	1650 1	1650 1	-	-	2100 1	2100 1	2100 1	2100 1	2100 1	-	1300 1	-
-Elec. Mach. & Equip.	- -	-	1028 1	-	-	-	-	-	-	-	1319 2	1334 4	-	-	-
-Food/Bever. Processing	- -	-	-	-	-	1185 1	-	-	-	-	-	-	-	-	-
-Glass/Paper Packgng./Prd.	- -	-	-	-	1378 1	-	-	1040 1	-	-	2260 1	-	-	-	-
-Metals & Metal Prod.	1166 2	-	-	1204 1	1333 1	-	-	-	1075 1	1701 4	1347 3	1272 5	-	-	-
-Petro. (incl., Nat. Gas)	- -	-	-	-	-	-	-	-	-	-	-	1990 1	-	-	-
-Research, Con. Org.	1118 1	1118 1	1376 1	1118 1	-	-	1309 2	-	1320 2	-	-	1331 2	-	-	-
-Tire & Rubber	- -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Utilities-Public	1630 1	-	-	-	-	-	-	-	1305 1	1204 1	1850 1	1850 1	-	-	-
-Government-Federal	1264 1	-	1338 4	1264 1	-	-	-	1466 1	1412 2	1264 2	1264 1	-	1264 1	1580 1	-
-Government-Local & State	1650 1	-	1165 2	-	1507 2	-	-	1365 1	1390 6	1365 2	-	-	-	-	1200 1
-Non-Profit Educ. Org.	- -	-	-	-	-	-	-	-	-	-	-	-	-	1392 5	-
-Others	- -	-	1280 1	-	-	-	-	-	-	1228 4	-	-	-	-	-

Arrangement of Data

$1204
2

Mean
# of Employers

MIDWEST REGION
COOPERATIVE EDUCATION SALARY SURVEY
Summary by Employer's Products or Services
1991 - Associates Degree Level
Salaries Paid a New Community/Junior College Graduate

Employer Type of Product or Service	Acctg.	Banking and Finance	Secretarial Sciences	Bus./ Mgt./ Agribusiness	Data Processing	Hospitality/ Hotel/Food Mgt.	Sales/ Mktg./ Merchandsg.	Automotive Services	Civil & Construction	Drafting & Design	Electrical & Electronics	Mechanical & Mechanics	Graphics & Commercial Art	Medical & Nursing Related	Crmnl. Just. & Law Enforcement
-Accounting Public	$1290 2	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -	$--- -
-Banking, Fin./Insur.	1427 2	1427 2	1693 4	1721 3	1760 3	- -	1564 1	- -	- -	- -	- -	- -	1586 2	2064 1	- -
-Merchand. Services	1341 4	- -	1400 2	1625 2	1794 3	1100 1	1500 1	- -	- -	- -	1541 1	- -	1000 1	- -	- -
-Aero/Elec. & Bus. Equi.	- -	- -	- -	- -	- -	- -	- -	- -	- -	1780 2	1400 2	1500 1	- -	- -	- -
-Auto/Mech. Equipment	1250 1	- -	- -	- -	1500 1	- -	- -	2590 1	- -	2121 8	2202 5	2128 4	- -	- -	- -
-Building Mat. Mfrs. & Constr.	- -	- -	- -	- -	1460 1	- -	- -	- -	1660 2	2880 1	- -	1720 1	- -	- -	- -
-Chem./Drug All Prod.	2300 1	2300 1	1250 1	2300 1	2300 1	- -	2100 1	- -	2400 1	- -	2800 1	2210 2	- -	1810 1	- -
-Elec. Mach. & Equip.	- -	- -	1080 1	- -	- 1	- -	- -	- -	- -	- -	1800 1	1977 2	- -	- -	- -
-Food/Bever. Processing	- -	- -	- -	- -	- -	1335 1	- -	- -	- -	- -	- -	- -	- -	- -	- -
-Glass/Paper Packgng./Prd.	- -	- -	- -	- -	1672 1	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
-Metals & Metal Prod.	1820 1	- -	- -	1500 1	- -	- -	- -	- -	2000 1	1200 1	1646 2	1732 6	- -	- -	- -
-Petro. (incl., Nat. Gas)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	3080 1	- -	- -	- -
-Research, Con. Org.	989 1	989 1	1562 3	989 1	- -	- -	1745 2	- -	1710 2	1517 2	1305 1	1610 2	- -	- -	- -
-Tire & Rubber	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
-Utilities-Public	1850 2	- -	1500 1	1500 1	2000 1	- -	1500 1	- -	1800 2	1773 2	2340 2	2680 1	1500 1	- -	- -
-Government-Federal	1339 2	- -	1361 5	1264 1	- -	- -	- -	1570 1	1625 2	1264 2	1264 1	- -	1414 1	1600 1	1414 1
-Government-Local & State	- -	- -	- -	- -	1485 1	- -	- -	1515 1	1568 4	1520 2	- -	- -	- -	- -	- -
-Non-Profit Educ. Org.	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	1824 5	- -
-Others	- -	- -	2150 1	- -	- -	- -	- -	- -	- -	1407 4	- -	- -	- -	- -	- -

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Arrangement of Data
$1290
2
Mean
# of Employers

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MIDWEST REGION
1991 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE BENEFITS
ASSOCIATES DEGREE LEVEL
1991

Employer Type of Product or Service	Life Insurance	Medical Hospital Insurance	Dental Insurance	Vision Plan	Paid Vacation	Paid Sick Days	Retirement Credit	Seniority	Longevity	Paid Holidays	Paid Days Off	Subsidized Housing/ Meals	Products/ Services Discounts	Handicapped Worker Accommod.	Business Travel Expenses	Profit Sharing Plan	Stock Option Plan	Tuition Aid During Schl. Pds.	Trvl. Exp. from Job to Schl./Home	Interview Travel Expense	Total # of Employer Responses	Rank Order of Empl.**
-Accounting Public	100%	0.0%	0.0%	0.0%	100%	0.0%	0.0%	0.0%	0.0%	100%	0.0%	0.0%	0.0%	0.0%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	1	12
-Banking, Fin./Insur.	88.9	77.8	44.4	11.1	77.8	77.8	44.4	11.1	33.3	77.8	77.8	0.0	0.0	44.4	66.7	44.4	0.0	66.7	0.0	0.0	9	3
-Merchand. Services	35.7	50.0	14.3	14.3	50.0	50.0	33.7	14.3	14.3	57.1	57.1	7.1	35.7	42.9	57.1	7.1	0.0	28.6	0.0	28.6	14	5
-Aero/Elec. & Bus. Equi.	20.0	0.0	0.0	0.0	0.0	20.0	20.0	0.0	20.0	40.0	20.0	0.0	20.0	20.0	40.0	0.0	0.0	0.0	0.0	40.0	5	17
-Auto/Mech. Equipment	38.9	50.0	16.7	0.0	50.0	38.9	44.4	44.4	33.3	77.8	38.9	5.6	33.3	38.9	72.2	38.9	16.7	22.2	11.1	22.2	18	8
-Building Mat. Mfrs. & Constr.	66.7	66.7	53.3	33.3	66.7	16.7	0.0	0.0	0.0	66.7	16.7	0.0	0.0	0.0	66.7	0.0	0.0	33.3	0.0	16.7	6	10
-Chem./Drug All Prod.	75.0	75.0	25.0	0.0	25.0	75.0	100	25.0	0.0	100	75.0	0.0	50.0	25.0	75.0	75.0	0.0	50.0	50.0	75.0	4	2
-Elec. Mach. & Equip.	0.0	0.0	0.0	0.0	0.0	0.0	20.0	60.0	0.0	80.0	0.0	20.0	40.0	20.0	40.0	0.0	0.0	0.0	20.0	40.0	5	14
-Food/Bever. Processing	100	100	100	100	100	100	100	100	100	100	100	100	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1	1
-Glass/Paper Packgng./Prd.	33.3	33.3	33.3	0.0	33.3	33.3	0.0	0.0	0.0	100	33.3	33.3	33.3	0.0	33.3	0.0	0.0	0.0	33.3	0.0	3	11
-Metals & Metal Prod.	17.7	29.4	5.9	0.0	29.4	23.5	11.8	17.7	17.7	70.6	35.3	0.0	11.8	5.9	35.3	5.9	0.0	11.8	0.0	23.5	17	16
-Petro. (incl., Nat. Gas)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	100	100	1	12
-Research, Con. Org.	44.4	33.3	22.2	11.1	44.4	44.4	11.1	44.4	11.1	55.6	55.6	11.1	22.2	22.2	66.7	22.2	0.0	11.1	22.2	0.0	9	9
-Tire & Rubber	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	-
-Utilities-Public	0.0	25.0	25.0	0.0	50.0	50.0	25.0	25.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	25.0	4	15
-Government-Federal	54.6	54.6	27.3	18.2	72.7	100	72.7	54.6	9.1	100	54.6	0.0	0.0	100	45.5	9.1	27.3	18.2	9.1	36.4	11	7
-Government-Local & State	50.0	50.0	50.0	0.0	75.0	75.0	58.3	16.7	16.7	75.0	58.3	0.0	0.0	25.0	41.7	0.0	0.0	0.0	8.3	0.0	12	5
-Non-Profit Educ. Org.	66.7	66.7	66.7	50.0	66.7	66.7	66.7	33.3	0.0	66.7	66.7	33.3	50.0	33.3	33.3	0.0	0.0	50.0	0.0	0.0	6	4
-Others	0.0	0.0	0.0	0.0	0.0	14.3	0.0	0.0	0.0	57.1	14.3	0.0	28.6	0.0	42.9	0.0	0.0	0.0	14.3	0.0	7	18

* Percentage of Employers Providing This Benefit

** Employers Ranked by the Most Benefits Provided

REGIONAL VS. STATE/SUB-REGIONAL SALARY COMPENSATION
1991 AVERAGE MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Midwest Average Monthly 1st Salary	Final Salary	New Graduate***		State/Sub-Regional Differences in Percentage Kentucky	Michigan	Ohio	Illinois	Indiana	Iowa & Missouri	Minnesota & Wisconsin
Engineering	A*	B	C	A	-6.7%**	+3.9%	-4.7%	+5.7%	- 1.7%	+1.5%	+3.6%
	$1466	$1836	$2566	B	-7.5	+10.7	-4.4	+1.5	+4.7	- 7.7	+0.9
				C	-11.1	+8.4	-1.2	+1.2	-2.6	-5.5	+0.6
Accounting	1328	1568	2025	A	-11.1	+9.6	-0.8	-9.9	-1.1	- 12.0	-3.8
				B	-19.5	+9.1	+0.1	-14.1	+2.9	-18.8	-5.2
				C	+4.7	+7.0	+8.4	-3.9	+1.9	-27.4	-7.6
Business	1289	1541	2043	A	-13.3	+8.8	+4.3	-12.9	-3.1	- 14.2	-9.5
				B	-18.1	+9.9	+2.1	-19.3	+4.2	-21.4	-13.2
				C	+3.8	+7.9	+9.9	-7.9	+1.8	-28.7	-9.6
Humanities & Social Sciences	1216	1436	1827	A	-48.7	+12.9	- 9.0	-34.2	-1.5	-2.8	-6.5
				B	-47.4	+21.7	-15.5	-44.3	-15.9	+2.6	-13.5
				C	---	+11.2	-2.1	-3.2	+2.2	-10.0	-10.7
Sciences	1392	1737	2241	A	+3.8	+4.9	+4.0	+6.3	-1.3	- 19.8	-7.8
				B	-1.7	+9.7	+0.1	+6.0	-1.2	-23.1	-11.3
				C	-20.7	+8.3	+8.3	-5.4	-2.7	-19.4	-13.3

*Codes: A-Average Monthly First Salary Paid to a Cooperative Education Student
B-Average Monthly Final Salary Paid to a Cooperative Education Student
C-Average Monthly Salary Paid to a New Graduate

** Percentage higher or lower than regional average

*** Percentage where prior work experience is not a consideration

MIDWEST REGION *
COOPERATIVE EDUCATION COMPARATIVE SALARY SURVEY
1991 vs. 1990

Major Fields	Average Monthly 1st Salary			Average Monthly Final Salary			Average Monthly Salary Paid to a New Graduate**		
	1991	Pct. Chng.***	1990	1991	Pct. Chng.	1990	1991	Pct. Chng.	1990
Engineering (4 yr.)	$1466*	1.2%	$1449	$1836	0.7%	$1823	$2566	2.1%	$2513
Engg. and Related Technical (2 yr.)	1243	7.1	1161	1490	4.0	1433	1849	2.7	1800
Accounting (4 yr.)	1328	6.4	1248	1568	2.8	1525	2025	1.8	1990
Business (4 yr.)	1289	2.8	1254	1541	(0.2)	1544	2043	1.8	2007
Business (2 yr.)	1116	13.0	988	1290	5.5	1223	1569	11.1	1412
Humanities & Social Sciences (4 yr.)	1216	12.0	1086	1436	8.1	1329	1827	14.0	1603
Sciences (4 yr.)	1392	2.7	1356	1737	0.2	1733	2241	(0.9)	2262
Architecture (4/5 yr.)	1170	3.5	1130	1417	1.6	1395	1892	3.9	1821
Nursing and Allied Health (4 yr.)	1225	6.0	1156	1427	(5.9)	1516	1951	2.3	1908
Medical/Nursing and Related (2 yr.)	1222	11.3	1098	1378	9.3	1250	1824	21.1	1506
Criminal Justice (4 yr.)	1244	1.1	1231	1335	(11.2)	1503	1601	(8.3)	1745
Criminal Justice & Law Enforcement (2 yr.)	1200	11.8	1058	1200	(0.4)	1205	1414	2.1	1385
Graphic & Commercial Arts (2 yr.)	1116	10.5	999	1273	8.2	1176	1417	(13.5)	1638

* Includes salaries from the following Midwestern states: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Ohio and Wisconsin

** Where prior work experience is not a consideration

*** Given only if data for both years was significant

COMPARATIVE RANKING OF BENEFITS & RANK GROUPINGS

1991

Benefits Provided to Cooperative Education Student Employees by Employers

BENEFITS	Midwest Region Ranking		Bachelors Level Ranking						
	Bachelors	Associates	Kentucky	Michigan	Ohio	Illinois	Indiana	Minnesota & Wisconsin	Iowa & Missouri
Paid Holidays	1	1	1	1	1	1	(2)	(1)	1
Business Travel Expenses	(2)	(2)	1	(2)	(2)	2	1	3	(2)
Paid Sick Days	3	3	(3)	4	5	4	6	5	6
Retirement Credit	4	8	3	6	8	(5)	6	4	5
Paid Vacation	7	3	[6]	4	6	8	10	[6]	3
Medical Hospitalization Insurance	5	6	3	3	[9]	(5)	6	8	4
Life Insurance	9	7	[6]	8	7	7	6	11	7
Interview Travel Expenses for Out-of-town Co-op Students	8	13	11	12	4	9	3	2	[8]
Handicapped Worker Accommodations	10	9	[6]	4	10	9	11	9	[8]
Seniority	[11*]	[10]	9	7	11	11	12	18	14
Paid Days Off (Funeral, Personal, & Military)	6	5	9	10	3	3	3	13	10
Travel Expenses to/from Job Location	12	[17]	[12]	15	12	[12]	5	7	12
Dental Insurance	14	11	[12]	14	14	[12]	[13]	12	11
Products/ Services Discount	13	12	[12]	11	13	14	15	9	[17]
Longevity	16	15	15	17	[17]	15	16	19	16
Profit Sharing	15	16	15	[13]	16	18	[19]	13	18
Vision Plan	[18]	18	15	20	15	[17]	17	16	14
Subsidized Housing and/or Meals	19	19	19	[19]	18	19	16	17	19
Stock Options	20	20	-	16	20	20	20	[15]	20
Tuition Aid During School Periods	17	13	15	18	19	16	14	19	13
Useable Employer Responses	571	133	24	141	154	70	56	54	79

(○) About 50% or more of the employers provide this benefit and those benefits ranked higher.

[ ] About 25% or more of the employers provide this benefit and those benefits ranked higher.

[ ] About 10% or more of the employers provide this benefit and those benefits ranked higher.

Note: *If the rank order bracketed by the 25th percentile [ ] is 11, this means that all benefits ranked 11 through 1 are provided by 25% or a higher percentage of employers in the Midwest to their cooperative education student employees.

ILLINOIS
1991 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average* Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1123	$1161	(18)	$1244	$1211	(13)	$1881	$1850	(25)
Accounting	1197	1300	(7)	1347	1290	(6)	1947	1966	(9)
Banking & Finance	1300	1300	(1)	1463	1463	(1)	1859	1870	(3)
Management	1021	1075	(5)	1141	1120	(4)	1732	1610	(4)
Management Info. Sys.	731	731	(1)	860	860	(1)	1881	1835	(4)
Marketing	1173	1097	(4)	1204	1204	(1)	1893	1833	(5)
Humanities & Social Sci.									
All H & SS	800	800	(1)	800	800	(1)	1768	1768	(4)
Humanities	-	-	-	-	-	-	1560	1560	(2)
Social Sciences	800	800	(1)	800	800	(1)	1976	1976	(2)
Sciences									
All Sciences	1479	1528	(12)	1842	1926	(11)	2120	2207	(14)
Agriculture	1450	1450	(2)	1833	1833	(1)	2170	2170	(1)
Biological	946	946	(1)	1346	1346	(1)	1583	1583	(1)
Computer Science	1473	1435	(3)	1823	1785	(3)	2083	2145	(5)
Chemistry	1580	1697	(6)	1936	2108	(6)	2227	2378	(6)
Mathematics	-	-	-	-	-	-	2154	2154	(1)
Physics	-	-	-	-	-	-	-	-	-
Engineering									
All Engineering	1549	1510	(38)	1864	1852	(37)	2596	2596	(39)
Chemical	1735	1733	(9)	2120	2149	(8)	3013	3038	(8)
Civil	1443	1435	(7)	1675	1670	(7)	2276	2240	(7)
Elec., Electron. & Comp. Engineering	1526	1420	(6)	1894	1912	(6)	2736	2733	(7)
Industrial	1475	1442	(4)	1811	1810	(4)	2538	2567	(4)
Mechanical	1571	1520	(9)	1891	1825	(9)	2681	2675	(10)
Engineering Technology	1318	1260	(3)	1552	1505	(3)	1702	1700	(3)
Other									
Architecture	1321	1290	(3)	1379	1462	(3)	1852	1750	(3)
Economics	1300	1300	(1)	1463	1463	(1)	2208	2208	(1)
Nursing & Allied Health	1054	1054	(1)	1204	1204	(1)	2064	2064	(1)
Criminal Justice	-	-	-	-	-	-	-	-	-

* Where prior work experience is not a consideration

Arrangement of Data

Mean	Median	(# of Employer Responses)	
$1123	$1161	(18)	50th Percentile

ILLINOIS
1991
BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	52.9%	67.7%	50.0%	50.0%	47.8%	50.0%	48.6%	
	9	2	2	8	11	2	34	7
Medical Hospitalization Insurance	52.9	67.7	50.0	56.3	56.5	50.0	52.9	
	9	2	2	9	13	2	37	5
Dental Insurance	17.7	0.0	0.0	25.0	43.5	50.0	27.1	
	3	0	0	4	10	2	19	12
Vision Plan	11.8	0.0	0.0	6.3	17.4	25.0	11.4	
	2	0	0	1	4	1	8	17
Paid Vacation	41.2	50.0	75.0	37.5	43.5	50.0	44.3	
	7	3	3	6	10	2	31	8
Paid Sick Days	52.9	50.0	75.0	43.8	56.5	75.0	54.3	
	9	3	3	7	13	3	38	4
Retirement Credit	47.1	66.7	50.0	62.5	56.5	50.0	52.9	5
	8	2	2	10	13	2	37	
Seniority	35.3	33.3	25.0	50.0	47.8	50.0	41.4	
	6	1	1	8	11	2	29	11
Longevity	17.7	33.3	25.0	18.8	8.7	25.0	15.7	
	3	1	1	3	2	1	11	15
Paid Holidays	82.4	50.0	75.0	75.0	91.3	75.0	80.0	
	14	3	3	12	21	3	56	
Paid Days Off (Funeral, Personal, & Military)	71.0	50.0	75.0	62.5	60.9	50.0	62.9	
	12	3	3	10	14	2	44	3
Subsidized Housing and/or Meals	5.9	33.3	25.0	6.3	0.0	0.0	5.7	
	1	1	1	1	0	0	4	19
Products/Services Discount	41.2	33.3	25.0	18.8	8.7	25.0	21.4	
	7	1	1	3	2	1	15	14
Handicapped Worker Accomodation	41.2	66.7	75.0	56.3	34.8	25.0	42.9	
	7	2	3	9	8	1	30	9
Business Travel Expenses	64.7	50.0	75.0	87.5	56.5	50.0	65.7	2
	11	3	3	14	13	2	46	
Profit Sharing	0.0	50.0	0.0	0.0	13.0	0.0	8.6	
	0	3	0	0	3	0	6	18
Stock Options	0.0	0.0	0.0	0.0	8.7	0.0	2.9	
	0	0	0	0	2	0	2	20
Tuition Aid During School Periods	17.7	33.3	25.0	12.5	4.4	25.0	12.9	
	3	1	1	2	1	1	9	16
Travel Expenses to/from Job Location	17.7	0.0	0.0	43.8	34.8	25.0	27.1	
	3	0	0	7	8	1	19	12
Interview Travel Expenses for out-of-town Co-op Students	29.4	0.0	0.0	68.8	56.5	25.0	42.9	
	5	0	0	11	13	1	30	9
	17*	6	4	16	23	4	70	

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

INDIANA
1991 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average* Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1249	$1321	(39)	$1606	$1615	(34)	$2079	$2092	(29)
Accounting	1313	1325	(13)	1613	1617	(12)	2063	2125	(11)
Banking & Finance	1233	1376	(5)	1684	1711	(4)	2236	2125	(3)
Management	1185	1237	(8)	1589	1607	(7)	2126	2133	(6)
Management Info. Sys.	1254	1341	(8)	1572	1583	(8)	2000	2000	(7)
Marketing	1191	1360	(5)	1599	1583	(3)	2063	2063	(2)
Humanities & Social Sci.									
All H & SS	1198	1292	(4)	1208	1324	(4)	1868	1845	(4)
Humanities	1376	1376	(1)	1376	1376	(1)	2125	2125	(1)
Social Sciences	1138	1264	(3)	1152	1306	(3)	1782	1752	(3)
Sciences									
All Sciences	1374	1401	(21)	1716	1708	(21)	2180	2251	(15)
Agriculture	1414	1414	(1)	1839	1839	(1)	-	-	-
Biological	1364	1414	(3)	1730	1839	(3)	2167	2167	(2)
Computer Science	1391	1400	(7)	1701	1600	(7)	2149	2092	(6)
Chemistry	1400	1461	(4)	1818	1888	(4)	2311	2583	(3)
Mathematics	1367	1395	(4)	1642	1627	(4)	2264	2458	(3)
Physics	1270	1270	(2)	1627	1627	(2)	1751	1751	(1)
Engineering									
All Engineering	1441	1451	(50)	1922	1901	(47)	2500	2470	(42)
Chemical	1532	1600	(8)	2069	2119	(8)	2685	2800	(7)
Civil	1416	1450	(4)	1777	1915	(4)	2360	2360	(2)
Elec., Electron. & Comp. Engineering	1460	1457	(10)	1974	1875	(9)	2537	2550	(10)
Industrial	1417	1414	(7)	1853	1839	(7)	2545	2500	(5)
Mechanical	1417	1410	(13)	1978	1875	(11)	2500	2333	(11)
Engineering Technology	1399	1393	(8)	1774	1794	(8)	2275	2250	(7)
Other									
Architecture	-	-	-	-	-	-	-	-	-
Economics	-	-	-	-	-	-	-	-	-
Nursing & Allied Health	1204	1204	(2)	1238	1238	(2)	2014	2014	(2)
Criminal Justice	1264	1264	(1)	1306	1306	(1)	1752	1752	(1)

* Where prior work experience is not a consideration

Arrangement of Data

Mean	Median	(# of Employer Responses)	
$1249	$1321	(39)	50th Percentile

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INDIANA
1991
BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	45.0%	0.0%	33.3%	57.1%	38.9%	50.0%	42.9%	
	9	0	1	4	7	3	24	6
Medical Hospitalization Insurance	45.0	0.0	33.3	57.1	38.9	50.0	42.9	
	9	0	1	4	7	3	24	6
Dental Insurance	25.0	0.0	0.0	42.9	22.2	66.7	25.0	
	5	0	0	3	4	2	14	13
Vision Plan	10.0	0.0	0.0	14.3	11.1	66.7	12.5	
	2	0	0	1	2	2	7	17
Paid Vacation	40.0	0.0	33.3	42.9	33.3	50.0	37.5	
	8	0	1	3	6	3	21	10
Paid Sick Days	40.0	0.0	33.3	71.4	44.4	50.0	44.6	
	8	0	1	5	8	3	25	6
Retirement Credit	50.0	0.0	0.0	57.1	44.4	66.7	42.9	
	10	0	0	4	8	2	24	6
Seniority	25.0	0.0	0.0	57.1	27.8	66.7	28.6	
	5	0	0	4	5	2	16	12
Longevity	15.0	0.0	0.0	14.3	11.1	0.0	10.7	
	3	0	0	1	2	0	6	18
Paid Holidays	55.0	0.0	66.7	85.7	66.7	50.0	60.7	
	11	0	2	6	12	3	34	2
Paid Days Off (Funeral, Personal, & Military)	45.0	0.0	33.3	57.1	50.0	50.0	48.2	
	9	0	1	4	9	3	27	3
Subsidized Housing and/or Meals	10.0	0.0	0.0	28.6	16.7	33.3	14.3	
	2	0	0	2	3	1	8	16
Products/Services Discount	15.0	0.0	0.0	14.3	16.7	66.7	16.1	
	3	0	0	1	3	2	9	15
Handicapped Worker Accommodation	40.0	0.0	33.3	42.9	33.3	66.7	35.7	
	8	0	1	3	6	2	20	11
Business Travel Expenses	65.0	0.0	33.3	85.7	77.8	33.3	52.5	
	13	0	1	6	14	1	35	1
Profit Sharing	5.0	0.0	0.0	0.0	11.1	50.0	10.7	
	1	0	0	0	2	3	6	19
Stock Options	10.0	0.0	0.0	0.0	5.6	0.0	5.4	
	2	0	0	0	1	0	3	20
Tuition Aid During School Periods	10.0	0.0	0.0	14.3	22.2	66.7	16.1	
	2	0	0	1	4	2	9	14
Travel Expenses to/from Job Location	40.0	0.0	0.0	57.1	50.0	50.0	42.9	
	8	0	0	4	9	3	24	5
Interview Travel Expenses for out-of-town Co-op Students	40.0	0.0	0.0	57.1	66.7	50.0	48.2	
	8	0	0	4	12	3	27	3
	20*	2	3	7	18	6	56	

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

IOWA & MISSOURI
1991 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average* Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1106	$986	(34)	$1211	$1182	(28)	$1457	$1425	(33)
Accounting	1169	1015	(12)	1273	1264	(9)	1470	1377	(14)
Banking & Finance	989	989	(2)	1054	1054	(2)	1140	1140	(2)
Management	1119	903	(8)	1301	1204	(7)	1490	1400	(7)
Management Info. Sys.	1104	1118	(7)	1198	1202	(6)	1542	1674	(6)
Marketing	985	866	(5)	1013	994	(4)	1388	1407	(4)
Humanities & Social Sci.									
All H & SS	1182	1097	(7)	1474	1414	(6)	1645	1571	(8)
Humanities	1070	1000	(3)	1387	1414	(3)	1884	1752	(3)
Social Sciences	1266	1170	(4)	1561	1414	(3)	1501	1462	(5)
Sciences									
All Sciences	1117	1127	(14)	1335	1286	(12)	1806	1845	(12)
Agriculture	1067	1067	(2)	1400	1400	(1)	1720	1720	(2)
Biological	1046	1046	(2)	1175	1175	(2)	1739	1739	(2)
Computer Science	1095	1133	(6)	1279	1239	(6)	1895	1958	(4)
Chemistry	1210	1187	(4)	1533	1414	(3)	1792	1846	(4)
Mathematics	-	-	(0)	-	-	(0)	-	-	(0)
Physics	-	-	(0)	-	-	(0)	-	-	(0)
Engineering									
All Engineering	1488	1420	(56)	1695	1687	(52)	2425	2508	(43)
Chemical	1500	1387	(9)	1663	1678	(8)	2525	2050	(7)
Civil	1347	1233	(6)	1545	1493	(6)	2330	2616	(12)
Elec., Electron. & Comp. Engineering	1458	1376	(15)	1661	1728	(14)	2302	2616	(12)
Industrial	1648	1643	(3)	1812	1829	(4)	2608	2642	(4)
Mechanical	1558	1516	(21)	1764	1700	(19)	2543	2666	(13)
Engineering Technology	1102	1102	(2)	1548	1548	(1)	1500	1500	(1)
Other									
Architecture	-	-	(0)	-	-	(0)	-	-	(0)
Economics	-	-	(0)	-	-	(0)	-	-	(0)
Nursing & Allied Health	1720	1720	(1)	2580	2580	(1)	1640	1640	(2)
Criminal Justice	1264	1264	(1)	-	-	(0)	1414	1414	(1)

* Where prior work experience is not a consideration

Arrangement of Data

Mean	Median	(# of Employer Responses)	
$1106	$986	(34)	50th Percentile

IOWA & MISSOURI
1991
BACHELORS DEGREE LEVEL STUDENTS
Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	38.1%	75.0%	75.0%	40.0%	29.0%	50.0%	38.0%	
	8*	3	3	4	11	1	30	7
Medical Hospitalization Insurance	47.6	75.0	75.0	40.0	31.6	50.0	41.8	
	10	3	3	4	12	1	33	4
Dental Insurance	14.3	50.0	50.0	20.0	21.1	50.0	22.8	11
	3	2	2	2	8	1	18	
Vision Plan	14.3	25.0	0.0	20.0	10.5	0.0	12.7	
	3	1	0	2	4	0	10	14
Paid Vacation	57.1	75.0	75.0	60.0	26.3	50.0	44.3	
	12	3	3	6	10	1	35	3
Paid Sick Days	47.6	75.0	75.0	30.0	29.0	50.0	39.2	
	10	3	3	3	11	1	31	6
Retirement Credit	42.9	75.0	75.0	50.0	29.0	50.0	40.5	
	9	3	3	5	11	1	32	5
Seniority	9.5	0.0	0.0	20.0	15.8	0.0	12.7	
	2	0	0	2	6	0	10	14
Longevity	9.5	0.0	0.0	20.0	13.2	0.0	11.4	
	2	0	0	2	5	0	9	16
Paid Holidays	66.7	75.0	75.0	80.0	73.7	50.0	72.2	
	14	3	3	8	28	1	57	1
Paid Days Off (Funeral, Personal, & Military)	19.1	50.0	50.0	20.0	21.1	50.0	24.1	
	4	2	2	2	8	1	19	10
Subsidized Housing and/or Meals	14.3	25.0	0.0	0.0	2.6	0.0	6.3	
	3	1	0	0	1	0	5	19
Products/Services Discount	4.8	25.0	0.0	20.0	10.5	0.0	10.1	
	1	1	0	2	4	0	8	17
Handicapped Worker Accomodation	33.3	25.0	0.0	60.0	26.3	0.0	30.4	
	7	1	0	6	10	0	24	8
Business Travel Expenses	42.9	0.0	75.0	70.0	47.4	50.0	53.2	
	9	0	3	7	18	1	42	2
Profit Sharing	9.5	25.0	0.0	10.0	5.3	0.0	7.6	
	2	1	0	1	2	0	6	18
Stock Options	4.8	0.0	0.0	10.0	2.6	0.0	3.8	
	1	0	0	1	1	0	3	20
Tuition Aid During School Periods	23.8	50.0	25.0	20.0	5.3	0.0	15.2	
	5	2	1	2	2	0	12	13
Travel Expenses to/from Job Location	14.3	25.0	0.0	10.0	23.7	0.0	17.7	
	3	1	0	1	9	0	14	12
Interview Travel Expenses for out-of-town Co-op Students	14.3	25.0	0.0	10.0	50.0	0.0	30.4	
	3	1	0	1	19	0	24	8
	21*	4	4	10	38	2	79	

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

KENTUCKY
1991 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average* Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1117	$1094	(5)	$1262	$1276	(4)	$2120	$2250	(5)
Accounting	1181	1152	(4)	1396	1414	(3)	1866	2084	(3)
Banking & Finance	-	-	-	-	-	-	-	-	-
Management	860	860	(1)	860	860	(1)	2500	2500	(1)
Management Info. Sys.	-	-	-	-	-	-	-	-	-
Marketing	-	-	-	-	-	-	2500	2500	(1)
Humanities & Social Sci.									
All H & SS	-	-	-	-	-	-	-	-	-
Humanities	-	-	-	-	-	-	-	-	-
Social Sciences	-	-	-	-	-	-	-	-	-
Sciences									
All Sciences	1445	1445	(2)	1707	1707	(2)	1776	1776	(3)
Agriculture	-	-	-	-	-	-	1414	1414	(1)
Biological	-	-	-	-	-	-	-	-	-
Computer Science	1445	1445	(2)	1707	1707	(2)	1957	1957	(2)
Chemistry	-	-	-	-	-	-	-	-	-
Mathematics	-	-	-	-	-	-	-	-	-
Physics	-	-	-	-	-	-	-	-	-
Engineering									
All Engineering	1368	1327	(29)	1698	1593	(30)	2282	2291	(21)
Chemical	1698	1690	(3)	2160	2312	(3)	2475	2475	(1)
Civil	1400	1380	(3)	1819	1553	(3)	2258	2200	(3)
Elec., Electron. & Comp. Engineering	1248	1192	(6)	1579	1457	(6)	2313	2376	(4)
Industrial	1266	1272	(6)	1592	1470	(6)	2338	2339	(6)
Mechanical	1462	1380	(7)	1722	1553	(7)	2363	2376	(4)
Engineering Technology	1266	1206	(4)	1582	1553	(5)	1983	2000	(3)
Other									
Architecture	1040	1040	(1)	1200	1200	(1)	1750	1750	(2)
Economics	-	-	-	-	-	-	2000	2000	(1)
Nursing & Allied Health	-	-	-	-	-	-	-	-	-
Criminal Justice	1260	1260	(1)	-	-	-	1260	1260	(1)

* Where prior work experience is not a consideration

Arrangement of Data

Mean	Median	(# of Employer Responses)	
$1117	$1094	(5)	50th Percentile

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KENTUCKY
1991
BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	16.7%	0.0%	0.0%	66.7%	8.3%	66.7%	25.0%	
	1*	0	0	2	1	2	6	6
Medical Hospitalization Insurance	16.7	0.0	0.0	66.7	16.7	66.7	29.2	
	1	0	0	2	2	2	7	3
Dental Insurance	0.0	0.0	0.0	33.3	0.0	66.7	12.5	
	0	0	0	1	0	2	3	12
Vision Plan	0.0	0.0	0.0	0.0	8.3	33.3	8.3	
	0	0	0	0	1	1	2	15
Paid Vacation	16.7	0.0	0.0	66.7	8.3	66.7	25.0	
	1	0	0	2	1	2	6	6
Paid Sick Days	16.7	0.0	0.0	66.7	16.7	66.7	29.2	
	1	0	0	2	2	2	7	3
Retirement Credit	16.7	0.0	0.0	100	16.7	33.3	29.2	
	1	0	0	3	2	1	7	3
Seniority	16.7	0.0	0.0	33.3	16.7	33.3	20.8	
	1	0	0	1	2	1	5	9
Longevity	16.7	0.0	0.0	0.0	0.0	33.3	8.3	
	1	0	0	0	0	1	2	15
Paid Holidays	33.3	0.0	0.0	100	33.3	66.7	45.8	
	2	0	0	3	4	2	11	1
Paid Days Off (Funeral, Personal, & Military)	0.0	0.0	0.0	66.7	8.3	66.7	20.8	
	0	0	0	2	1	2	5	9
Subsidized Housing and/or Meals	0.0	0.0	0.0	33.3	0.0	0.0	4.2	
	0	0	0	1	0	0	1	19
Products/Services Discount	16.7	0.0	0.0	0.0	16.7	0.0	12.5	
	1	0	0	0	2	0	3	12
Handicapped Worker Accomodation	16.7	0.0	0.0	33.3	25.0	33.3	25.0	
	1	0	0	1	3	1	6	6
Business Travel Expenses	16.7	0.0	0.0	66.7	50.0	66.7	45.8	
	1	0	0	2	6	2	11	1
Profit Sharing	0.0	0.0	0.0	0.0	8.3	33.3	8.3	
	0	0	0	0	1	1	2	15
Stock Options	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	0	0	0	0	0	0	0	-
Tuition Aid During School Periods	0.0	0.0	0.0	33.3	0.0	33.3	8.3	
	0	0	0	1	0	1	2	15
Travel Expenses to/from Job Location	0.0	0.0	0.0	33.3	16.7	0.0	12.5	
	0	0	0	1	2	0	3	12
Interview Travel Expenses for out-of-town Co-op Students	0.0	0.0	0.0	33.3	16.7	33.3	16.7	
	0	0	0	1	2	1	4	11
	6*	0	0	3	12	3	24	

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

MICHIGAN
1991 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average* Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1402	$1288	(84)	$1693	$1566	(81)	$2205	$2166	(79)
Accounting	1455	1344	(31)	1711	1539	(28)	2167	2181	(28)
Banking & Finance	1436	1344	(13)	1733	1620	(13)	2193	2225	(12)
Management	1228	1131	(14)	1570	1560	(15)	2179	2194	(13)
Management Info. Sys.	1546	1438	(12)	1932	1849	(11)	2375	2370	(11)
Marketing	1306	1140	(14)	1564	1352	(14)	2184	1917	(15)
Humanities & Social Sci.									
All H & SS	1373	1345	(17)	1747	1607	(16)	2032	2184	(15)
Humanities	1393	1347	(8)	1859	18	(7)	2130	2279	(7)
Social Sciences	1355	1344	(9)	1659	1452	(9)	1946	2100	(8)
Sciences									
All Sciences	1460	1463	(39)	1906	2016	(37)	2428	2235	(37)
Agriculture	1456	1483	(3)	2090	2086	(3)	2566	2670	(3)
Biological	1348	1374	(4)	1730	1750	(4)	2159	2235	(4)
Computer Science	1494	1455	(12)	1955	2019	(12)	2349	2236	(13)
Chemistry	1403	1483	(11)	1778	2037	(9)	2302	1667	(9)
Mathematics	1475	1483	(5)	1881	2085	(5)	2780	2710	(4)
Physics	1608	1484	(4)	2115	2086	(4)	2780	2710	(4)
Engineering									
All Engineering	1524	1439	(77)	2032	1872	(73)	2782	2745	(73)
Chemical	1493	1358	(8)	2264	2210	(8)	2740	2900	(9)
Civil	1381	1204	(7)	1860	1290	(7)	2778	2800	(5)
Elec., Electron. & Comp. Engineering	1545	1480	(19)	2031	2000	(19)	2774	2750	(19)
Industrial	1530	1530	(8)	2007	1328	(8)	2794	2825	(8)
Mechanical	1539	1480	(29)	2038	2011	(26)	2807	2647	(27)
Engineering Technology	1587	1376	(6)	1912	1800	(5)	2736	2800	(5)
Other									
Architecture	1254	1345	(6)	1557	1548	(5)	1780	1892	(3)
Economics	1411	1411	(2)	1731	1731	(2)	2479	2479	(1)
Nursing & Allied Health	-	-	-	-	-	-	-	-	-
Criminal Justice	1371	1371	(2)	1471	1471	(2)	1525	1525	(2)

* Where prior work experience is not a consideration

Arrangement of Data			
Mean	Median	(# of Employer Responses)	
$1402	$1288	(84)	50th Percentile

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MICHIGAN
1991
BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	40.8%	37.5%	33.3%	34.8%	45.2%	40.0%	40.4%	
	20	3	3	8	19	4	57	8
Medical Hospitalization Insurance	44.9	62.5	55.6	39.1	59.5	30.0	48.9	
	22	5	5	9	25	3	69	3
Dental Insurance	20.4	25.0	22.2	13.0	35.7	10.0	23.4	
	10	2	2	3	15	1	33	14
Vision Plan	10.2	0.0	11.1	0.0	16.7	0.0	9.2	
	5	0	1	0	7	0	13	20
Paid Vacation	44.9	50.0	44.4	39.1	47.6	40.0	44.7	
	22	4	4	9	20	4	63	4
Paid Sick Days	46.9	25.0	22.2	43.5	38.1	40.0	40.4	
	23	2	2	10	16	4	57	8
Retirement Credit	36.7	50.0	55.6	39.1	54.8	20.0	43.3	
	18	4	5	9	23	2	61	6
Seniority	34.7	62.5	55.6	39.1	47.6	30.0	41.8	
	17	5	5	9	20	3	59	7
Longevity	14.3	25.0	11.1	17.4	26.2	10.0	18.4	
	7	2	1	4	11	1	26	17
Paid Holidays	55.1	37.5	44.4	56.5	69.1	60.0	58.2	
	27	3	4	13	29	6	82	1
Paid Days Off (Funeral, Personal, & Military)	42.9	25.0	22.2	34.8	40.5	40.0	38.3	
	21	2	2	8	17	4	54	10
Subsidized Housing and/or Meals	8.2	50.0	0.0	8.7	4.8	0.0	11.3	
	4	8	0	2	2	0	16	19
Products/Services Discount	30.6	37.5	3.3	30.4	38.1	30.0	33.3	
	15	3	3	7	16	3	47	11
Handicapped Worker Accomodation	36.7	62.5	55.6	47.8	47.6	40.0	44.7	
	18	5	5	11	20	4	63	4
Business Travel Expenses	61.2	25.0	33.3	69.6	59.5	50.0	57.4	
	30	2	3	16	25	5	81	2
Profit Sharing	28.6	37.5	22.2	13.0	28.6	20.0	25.5	
	14	3	2	3	12	2	36	13
Stock Options	18.4	37.5	22.2	8.7	23.8	20.0	19.9	
	9	3	2	2	10	2	28	16
Tuition Aid During School Periods	22.5	12.5	11.1	4.4	19.1	10.0	16.3	
	11	1	1	1	8	1	23	18
Travel Expenses to/from Job Location	14.3	37.5	22.2	21.7	21.4	30.0	20.6	
	7	3	2	5	9	3	29	15
Interview Travel Expenses for out-of-town Co-op Students	28.6	37.5	22.2	39.1	35.7	30.0	32.6	
	14	3	2	9	15	3	46	12
	49*	8	9	23	42	10	141	

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

MINNESOTA & WISCONSIN
1991 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average* Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1166	$1151	(16)	$1338	$1317	(16)	$1847	$1934	(14)
Accounting	1278	1264	(5)	1487	1414	(5)	1871	1832	(4)
Banking & Finance	918	918	(1)	1014	1014	(1)	1414	1414	(1)
Management	1100	1097	(4)	1234	1204	(4)	1732	1750	(3)
Management Info. Sys.	1289	1252	(4)	1535	1574	(4)	2069	2333	(5)
Marketing	892	892	(2)	940	940	(2)	1414	1414	(1)
Humanities & Social Sci.									
All H & SS	1136	1189	(5)	1242	1208	(5)	1632	1608	(5)
Humanities	1191	1257	(4)	1299	1257	(4)	1686	1657	(4)
Social Sciences	918	918	(1)	1014	1014	(1)	1414	1414	(1)
Sciences									
All Sciences	1284	1218	(14)	1541	1531	(14)	1942	1989	(14)
Agriculture	1091	1091	(2)	1215	1215	(2)	1583	1583	(2)
Biological	1091	1091	(2)	1215	1215	(2)	1583	1583	(2)
Computer Science	1448	1264	(5)	1762	1733	(5)	2204	2333	(5)
Chemistry	1362	1362	(2)	1722	1722	(2)	2107	2107	(2)
Mathematics	918	918	(1)	1014	1014	(1)	1414	1414	(1)
Physics	1362	1362	(2)	1722	1722	(2)	2107	2107	(2)
Engineering									
All Engineering	1520	1539	(55)	1854	1824	(53)	2583	2589	(51)
Chemical	1831	1806	(3)	2468	2430	(3)	3073	3122	(4)
Civil	1264	1264	(1)	1415	1415	(1)	2421	2421	(2)
Elec., Electron. & Comp. Engineering	1612	1694	(16)	1891	1908	(16)	2635	2640	(14)
Industrial	1432	1474	(8)	1810	1851	(8)	2586	2656	(6)
Mechanical	1526	1525	(19)	1900	1864	(18)	2614	2600	(17)
Engineering Technology	1329	1263	(8)	1501	1300	(7)	2222	2204	(8)
Other									
Architecture	-	-	(0)	-	-	(0)	-	-	(0)
Economics	918	918	(1)	1014	1014	(1)	1414	1414	(1)
Nursing & Allied Health	1264	1264	(1)	1414	1414	(1)	1838	1838	(1)
Criminal Justice	1091	1091	(1)	1214	1214	(2)	1414	1414	(2)

* Where prior work experience is not a consideration

Arrangement of Data			
Mean	Median	(# of Employer Responses)	
$1166	$1151	(16)	50th Percentile

MINNESOTA & WISCONSIN
1991
BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	30.0%	25.0%	0.0%	33.3%	10.0%	33.3%	18.5%	
	3*	1	0	2	3	1	10	11
Medical Hospitalization Insurance	30.0	25.0	0.0	33.3	16.7	33.3	22.2	
	3	1	0	2	5	1	12	8
Dental Insurance	20.0	25.0	0.0	33.3	13.3	0.0	16.7	
	2	1	0	2	4	0	9	12
Vision Plan	10.0	25.0	0.0	0.0	10.0	0.0	9.3	
	1	1	0	0	3	0	5	16
Paid Vacation	30.0	50.0	0.0	33.3	13.3	66.7	25.9	
	3	2	0	2	4	2	14	6
Paid Sick Days	30.0	75.0	0.0	50.0	23.3	66.7	35.2	
	3	3	0	3	7	2	19	5
Retirement Credit	40.0	25.0	0.0	66.7	33.3	66.7	40.7	
	4	1	0	4	10	2	22	4
Seniority	0.0	0.0	0.0	0.0	6.7	0.0	3.7	
	0	0	0	0	2	0	2	18
Longevity	0.0	0.0	0.0	0.0	3.3	0.0	1.9	
	0	0	0	0	1	0	1	19
Paid Holidays	80.0	0.0	0.0	83.3	63.3	66.7	72.2	
	8	0	0	5	19	2	39	1
Paid Days Off (Funeral, Personal, & Military)	10.0	25.0	0.0	16.7	13.3	0.0	13.0	
	1	1	0	1	4	0	7	13
Subsidized Housing and/or Meals	10.0	0.0	0.0	0.0	10.0	0.0	7.4	
	1	0	0	0	3	0	4	17
Products/Services Discount	30.0	25.0	0.0	0.0	20.0	33.3	20.4	
	3	1	0	0	6	1	11	9
Handicapped Worker Accomodation	20.0	0.0	0.0	16.7	27.7	0.0	20.4	
	2	0	0	1	8	0	11	9
Business Travel Expenses	40.0	25.0	0.0	50.0	46.7	33.3	42.6	
	4	0	0	3	14	1	23	3
Profit Sharing	10.0	0.0	0.0	16.7	16.7	0.0	13.0	
	1	0	0	1	5	0	7	13
Stock Options	20.0	0.0	0.0	33.3	6.7	0.0	11.1	
	2	0	0	2	2	0	6	15
Tuition Aid During School Periods	0.0	0.0	0.0	0.0	3.3	0.0	1.9	
	0	0	0	0	1	0	1	19
Travel Expenses to/from Job Location	20.0	0.0	0.0	66.7	23.3	0.0	24.1	
	2	0	0	4	7	0	13	7
Interview Travel Expenses for out-of-town Co-op Students	60.0	50.0	0.0	66.7	43.3	0.0	46.3	
	6	2	0	4	13	0	25	2
	10	4	1	6	30	3	54	

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

OHIO

1991 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES

BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average* Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1345	$1297	(63)	$1574	$1597	(59)	$2246	$2170	(54)
Accounting	1318	1234	(22)	1569	1573	(20)	2195	2170	(23)
Banking & Finance	1435	1500	(8)	1594	1634	(7)	2223	2131	(6)
Management	1465	1500	(8)	1657	1710	(7)	2299	2284	(6)
Management Info. Sys.	1437	1442	(14)	1739	1744	(14)	2399	2200	(13)
Marketing	1130	946	(11)	1307	1360	(11)	2079	2027	(6)
Humanities & Social Sci.									
All H & SS	1106	1051	(14)	1213	1099	(13)	1788	1653	(14)
Humanities	1057	1016	(10)	1221	1130	(10)	1695	1585	(9)
Social Sciences	1229	1140	(4)	1187	997	(3)	1954	1775	(5)
Sciences									
All Sciences	1448	1456	(33)	1738	1732	(32)	2428	2374	(32)
Agriculture	-	-	-	-	-	-	-	-	-
Biological	1560	1560	(1)	1733	1733	(1)	2500	2500	(1)
Computer Science	1468	1448	(18)	1778	1727	(18)	2429	2298	(16)
Chemistry	1398	1445	(7)	1733	1754	(7)	2441	2496	(8)
Mathematics	1568	1560	(3)	1719	1719	(2)	2358	2400	(3)
Physics	1330	1408	(4)	1578	1719	(4)	2432	2380	(4)
Engineering									
All Engineering	1397	1372	(128)	1755	1736	(124)	2534	2493	(108)
Chemical	1615	1551	(13)	1899	1800	(13)	2776	2780	(12)
Civil	1287	1181	(28)	1610	1617	(26)	2314	2313	(22)
Elec., Electron. & Comp. Engineering	1441	1450	(25)	1798	1855	(24)	2600	2500	(21)
Industrial	1429	1443	(16)	1768	1785	(16)	2629	2600	(13)
Mechanical	1406	1419	(33)	1818	1750	(33)	2557	2492	(30)
Engineering Technology	1273	1250	(13)	1636	1578	(12)	2398	2398	(10)
Other									
Architecture	1101	1079	(12)	1388	1440	(13)	1949	1863	(13)
Economics	1401	1463	(4)	1560	1555	(3)	2346	2354	(4)
Nursing & Allied Health	1064	1064	(2)	1158	1158	(2)	2115	2246	(3)
Criminal Justice	-	-	-	-	-	-	2500	2500	(1)

* Where prior work experience is not a consideration

Arrangement of Data			
Mean	Median	(# of Employer Responses)	
$1345	$1297	(63)	50th Percentile

OHIO
1991
BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	30.3%	10.0%	50.0%	36.8%	26.5%	15.8%	27.3%	
	10*	1	2	7	18	3	42	7
Medical Hospitalization Insurance	27.3	10.0	50.0	26.3	25.0	15.8	24.7	
	9	1	2	5	17	3	38	9
Dental Insurance	12.1	10.0	50.0	15.8	13.2	15.8	14.3	
	4	1	2	3	9	3	22	14
Vision Plan	6.1	20.0	50.0	10.5	10.3	10.5	11.1	
	2	1	2	2	7	2	17	15
Paid Vacation	30.3	10.0	50.0	36.8	27.9	31.6	29.2	
	10	1	2	7	19	6	45	6
Paid Sick Days	42.4	20.0	50.0	21.1	35.3	42.1	35.1	
	14	2	2	4	24	8	54	5
Retirement Credit	27.3	10.0	25.0	36.8	26.5	21.1	26.0	
	9	1	1	7	18	4	40	8
Seniority	21.2	20.0	50.0	26.3	22.1	10.5	21.4	
	7	2	2	5	15	2	33	11
Longevity	6.1	10.0	50.0	10.5	14.7	50.0	9.7	
	2	1	2	2	10	19	15	17
Paid Holidays	84.9	40.0	75.0	89.5	76.5	79.0	77.9	
	28	4	3	17	52	15	120	1
Paid Days Off (Funeral, Personal, & Military)	45.5	20.0	50.0	42.1	39.7	42.1	40.3	
	15	2	2	8	27	8	62	3
Subsidized Housing and/or Meals	9.1	50.0	0.0	10.5	8.8	15.8	9.1	
	3	10	0	2	6	3	14	18
Products/Services Discount	18.2	20.0	25.0	26.3	13.2	26.3	18.2	
	6	2	1	5	9	5	28	13
Handicapped Worker Accomodation	21.2	10.0	25.0	42.1	20.6	21.1	23.4	
	7	1	1	8	14	4	36	10
Business Travel Expenses	63.6	30.0	75.0	63.1	63.2	63.2	61.7	
	21	3	3	12	43	12	95	2
Profit Sharing	12.1	50.0	25.0	5.3	11.8	10.5	10.4	
	4	5	1	1	8	2	16	16
Stock Options	0.0	0.0	0.0	0.0	1.5	0.0	0.7	
	0	0	0	0	1	0	1	20
Tuition Aid During School Periods	6.1	50.0	25.0	5.3	4.4	10.5	5.8	
	2	10	1	1	3	2	9	19
Travel Expenses to/from Job Location	24.2	10.0	25.0	26.3	16.2	21.1	19.5	
	8	1	1	5	11	4	30	12
Interview Travel Expenses for out-of-town Co-op Students	42.4	10.0	50.0	52.6	39.7	31.6	39.6	
	14	1	2	10	27	6	61	4
	33	10	4	20	68	19	154	

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

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ADDITIONAL BENEFITS PROVIDED TO COOPERATIVE EDUCATION STUDENTS

In addition to the twenty benefits which were previously listed and which were pre-printed on the survey questionnaire, respondents were provided an option to list additional benefits which they provide to their cooperative education students. Nine and six-tenths percent or fifty-one of the 534 useable surveys contained twenty-four of these additional benefits. They are tabulated separately since it is felt that many employers may have responded more frequently to pre-printed, recognizable benefits than may have responded to the category of "other benefits." These twenty-four additional benefits will be studied for the possible inclusion of some of them in future surveys as "most often provided" benefits. Six benefits listed in this manner from previous surveys are now included in the questionnaire.

Benefit Description	Rank Order	% of Respondents Who Listed This Benefit
Retirement/401K Plan	1	1.7%
Overtime Pay & Shift Differential	2	1.5
Bonus	3	0.9
Personal Accident Insurance	4	0.7
Flexible/Matching Savings Plan	4	0.7
Safety Equipment & Work Clothing or Uniforms	4	0.7
Long Term Disability Program	7	0.6
Travel Insurance	7	0.6
Health Club\Exercise Facilities	7	0.6
Deferred Compensation	7	0.6
Tuition Aid During Work Periods	11	0.4
Flex Time	11	0.4
Attendance Award	11	0.4
Compassionate Leave	11	0.4
Credit Union Membership	11	0.4
Summer Hours	11	0.4
Paid Co-op Fees	17	0.2
Relocation Expenses	17	0.2
Workers Comp. Insurance	17	0.2
Free/Subsidized Parking	17	0.2
Prescription Card	17	0.2
Paid Study Time, Materials, In-House Courses	17	0.2
Child Care	17	0.2
Professional Meetings	17	0.2

COOPERATIVE EDUCATION COLLEGES AND UNIVERSITIES WHO DISTRIBUTED THE SURVEY QUESTIONNAIRE TO THE EMPLOYERS OF THEIR STUDENTS

ILLINOIS

Triton College
University of Illinois at Chicago
Elgin Community College
School of the Art Institute of Chicago
College of Lake County
Truman College
Bradley University
Illinois State University
DuPage College
Sangamon State University
University of Illinois at Chicago - Engineering
Greenville College
University of Illinois - Engineering
Southern Illinois University
Northern Illinois University
Northwestern University
Columbia College
University of Illinois - School of Chem. Sci.

INDIANA

Ivy Tech - Indianapolis
Tri-State University
Indiana State University
Ball State University
Ivy Tech - Sellersburgh
University of Southern Indiana
University of Evansville
Indiana University
Purdue University
Calumet College
Marion College

IOWA

University of Iowa
St. Ambrose College
University of Northern Iowa
Clinton Community College
Scott Community College
Muscatine Community College
Kirkwood Community College
Clarke College
Marycrest College
North Iowa Area Community College

KENTUCKY

Lexington Community College
Prestonburg Community College
Madisonville Community College
Eastern Kentucky University
Jefferson Community College at SW
Kentucky State
Maysville Community College
Thomas Moore College
University of Louisville
Western Kentucky University
University of Kentucky
Northern Kentucky University
Henderson Community College
J.B. Speed Scientific School
Murray State University

MICHIGAN

Henry Ford Community College
Wayne State University
University of Detroit Mercy
University of Michigan - Dearborn
Eastern Michigan University
Macomb Community College
Kalamazoo Valley Community College
GMI, Engineering & Management Inst.
Baker Jr. College of Business
Bay De Noc Community College
Detroit College of Business
Saginaw Valley State University
Ferris State University
University of Michigan - Flint
Oakland University

MINNESOTA

University of Minn. - Elec. Enggr.
Gustavus Adolphus College
Concordia College
Augsburg College
University of Minn. - College of Agri.
Lakewood Community College
College of St. Thomas
Normandale Community College
Saint Mary's College
University of Minn. - Waseca
University of Minn. - Mech. Enggr.

MISSOURI

Fontbonne College
Maryville College
Missouri Valley College
Northeast Missouri State University
Rockhurst College
Southwest Missouri State University
St. Louis Community College
University of Missouri at Rolla
Washington University

OHIO

University of Akron
Ohio State University
University of Cincinnati
University of Cinn. - College of Applied Science
Cleveland State University
Blackburn College
Stark Technical College
Cincinnati Technical College
College of Mt. St. Joseph
University of Dayton
Wright State University
Bowling Green State University
Cuyahoga Community College
John Carroll University

WISCONSIN

University of Wisconsin
Marquette University
University of Wisconsin - Milwaukee
University of Wisconsin - LaCrosse
Milwaukee Area Technical College
University of Wisconsin - Platteville
Moraine Park Technical College
Waukensha County Technical Institute
St. Norbert College
University of Wisconsin - Stout
University of Wisconsin - River Falls
University of Wisconsin - Oshkosh